

Meeting	Staffing Matters and Urgency Committee
Date	25 April 2022
Present	Councillors Aspden (Chair), D'Agorne (Vice-Chair), Hook and Kilbane

75. Declarations of Interest

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda. None were declared.

76. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to Agenda Items 10 on the grounds that they contained information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under Paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information) (Variation) Order 2006).

77. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 21 March 2022 be approved and then signed by the Chair as a correct record.

78. Public Participation

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

79. Changes to Membership of Committees, Joint Committees administered by other Councils, Regional Local Authority Bodies and Other Bodies

The Committee agreed to appoint Cllr Webb in place of Cllr Fitzpatrick to the School Effectiveness and Achievement Monitoring Group.

Resolved:

- i. The Committee agreed to appoint Cllr Webb in place of Cllr Fitzpatrick to the School Effectiveness and Achievement Monitoring Group.

Reason: In order to make appropriate Council appointments to Committees and Outside Bodies for the remainder of the current municipal year.

80. Appointment of Assistant Director of Customer and Communities

Officers confirmed that the current Assistant Director of Customer and Communities will retire in August 2022 and therefore, officers were seeking permission to advertise to the role. It was confirmed that the Directorate structure which was established in April of 2021 remains fit for purpose. It was noted that an additional team from those listed on page 10 of the agenda would move under the Head of Communities which would be the supporting families team from Children's Services.

The Committee discussed the role and type of candidate the Council would wish to see take up the role. It was confirmed that an individual with experience in equalities work within local government was important and would be an essential criteria for applicants.

Resolved:

- i. Confirmed the pay package for the vacant role to be advertised for the Assistant Director Customer & Communities;
- ii. Agreed to establish an Appointments Sub-Committee for the role.
- iii. Delegated sufficient powers to the Sub-Committee enabling them to conduct the recruitment process, select and appoint a candidate, subject to the requirements of the standing orders on appointment;

- iv. Approved the engagement of the North Yorkshire County Council Resourcing Team to undertake the recruitment and selection process.

Reason: To allow timely appointment to the vacant post of Assistant Director Customer & Communities in line with the council's Constitution and relevant legislation.

81. Acting Up Payment for the Director of Public Health

The Committee considered the proposal to enact the temporary Acting Up Allowance for the Assistant Director of Public Health for the period of 1 January 2022 to 31 May 2022. It was confirmed that the Assistant Director had been acting up into the role of Director of Public Health and because they had been for filling this role for more than four weeks then it was Council policy to use the Acting up Allowance. Officers confirmed that the Director of Public Health had now returned to their role on a phased return and therefore, it was proposed that the Acting Up Allowance be paid till 31 May 2022 to account for the phased return of the director.

Resolved:

- i. Approved and endorsed the acting up arrangement as outlined within the report.

Reason: To make a payment to the Assistant Director Public Health.

82. Work Plan

The Committee noted that it did not currently have any substantive items for its 16 May 2022 meeting and asked that officers review whether the meeting was required and to cancel the meeting if not. They noted items that were set to be considered at the June 2022 meeting and it was confirmed that meeting dates for 2022-23 would be shared with the Committee members and would be on the Council website.

Resolved:

- i. That the Committee work plan be noted.

Reason: To ensure the Committee maintains a program of work.

83. Redundancy, Retirement and Settlement Agreements

Members considered a report which advised them of expenditure associated with redundancy, pension or exit discretions. An overview of expenditure was provided in the table at paragraph 5 of the report. There were total costs to the council this year of £63174.19. Full details were set out in exempt Annexes A-E to the report.

Resolved:

- i. Noted the expenditure associated with each proposal as detailed in the annexes.

Reason: In order to provide an overview of expenditure.

Note: the above item was considered in private session, in accordance with the decision in Minute 76.

Cllr Aspden, Chair

[The meeting started at 5.31 pm and finished at 5.45 pm].