

Meeting	Staffing Matters & Urgency Committee
Date	23 December 2013
Present	Councillors Aspden, Gillies, Looker, Merrett and Simpson-Laing (Substitute)
Apologies	Councillors Alexander, Boyce and Fraser

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**60. Appointment of Chair**

Resolved: That Councillor Simpson Laing be elected as Chair of the meeting.

**61. Declarations of Interest**

At this point in the meeting, Members were asked to declare any personal, prejudicial or pecuniary interests they may have in the business on the agenda. None were declared.

**62. Minutes**

Resolved: That the minutes of the last meeting held on 9<sup>th</sup> December 2013 be approved and signed by the Chair as a correct record.

**63. Public Participation**

It was reported there had been no registrations to speak under the Councils Public Participation Scheme.

**64. Appointment of Sub Committee for Appointment of Assistant Directors**

Members considered a report which sought formal approval to establish an Appointments Sub-Committee for Chief Officer Appointments and to delegate sufficient powers to the proposed Sub-Committee to enable it to conduct the recruitment process, select and appoint a candidate, subject to the requirements of standing orders on appointments.

There are 12 Assistant Director Posts at City of York Council and 3 of those posts are currently vacant. It was proposed to recruit to two (Assistant Director School Improvement and Assistant Director Transport, Highways and Waste) and temporarily fill one of the vacancies (Interim Assistant Director for Transformation and Change).

Officers advised that the Interim Director for Transformation and Change would be a development opportunity for existing senior staff and would be advertised internally.

Some Members raised concerns about the Interim Director for Transformation and Change post only being advertised internally. Concerns were also raised that the three posts should have been considered and voted on separately.

Following further discussion it was:

Resolved: That approval be given to

- (i) The filling of and remuneration packages for the Assistant Director posts of School Improvement and Transport, Waste at a job evaluated salary of £66,068 to £73,401.
- (ii) The filling of the Interim Assistant Director Transformation and Change post at a job evaluated salary of £66,068 to £73,401 for a two year duration and advertised internally, as a development opportunity for existing senior staff.
- (iii) Establishing an Appointments Sub Committee consisting of three members, two Labour and one Conservative or Liberal Democrat, to be authorised to conduct the final interviews for each of the three Assistant Director posts.
- (iv) The Appointments Sub Committee being authorised to conduct the final interviews, select a successful candidate and make an offer of employment subject to the necessary employment procedures.

Reason: To allow appointments to the Assistant Director posts to be made.

Cllr Simpson-Laing, Chair  
[The meeting started at 1.00 pm and finished at 1.30 pm].