

Meeting	Staffing Matters & Urgency Committee
Date	2 July 2018
Present	Councillors Gillies (Chair) and Aspden (Vice-Chair)
Apologies	Councillor Looker

11. 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.

12. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during the consideration of annexes to Agenda Item 7 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).

13. Minutes

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 4 June 2018 be approved and then signed by the Chair as a correct record.

14. Public Participation

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

15. Appointment of Interim Corporate Directors for Health, Housing & Adult Social Care and Children's, Education and Communities. Appointment of Permanent Corporate Directors for Health, Housing & Adult Social Care and Children's, Education and Communities.

Members considered a report that proposed to appoint interim Corporate Directors for Health, Housing & Adult Social Care and Children's, Education and Communities and to permanently recruit Corporate Directors for Health, Housing & Adult Social Care and Children's, Education and Communities.

The Head of HR presented the report and confirmed that approval was sought to establish two Appointment Sub-Committee's for the Chief Officer Appointments and to delegate sufficient powers to those Sub-Committees, to enable them to conduct the recruitment process, select and appoint a candidate.

It was noted that the permanent posts would be advertised in September 2018 with the recruitment taking place in October 2018.

In answer to Members questions regarding the expenditure involved for Resourcing Solutions (North Yorkshire County Council) to support the recruitment process, officers confirmed that City of York Council did not have the resources available to run both recruitment processes and that cost comparisons could be provided.¹

The remuneration packages were discussed and it was agreed that each main party (Conservative, Liberal Democrat and Labour) would nominate a panel member for each Sub-Committee.

Resolved:

- (i) That the filling of these posts both permanently and on an interim basis on the remuneration package for the Corporate Director post at a job evaluated salary of £91,647 to £104,832, be approved.

- (ii) That two Appointment Sub-Committees consisting of three Members, one from each main party (1 Conservative, 1 Liberal Democrat and 1 Labour) to include a member of the Executive, be established.
- (iii) That expenditure comparisons between the open market and Resourcing Solutions be provided to Committee Members.

Reason: To progress the appointments and reduce risks highlighted in the report in relation to these critical roles required to deliver the Council's statutory responsibilities.

Action Required

<1> Provide expenditure comparisons between the open market and Resourcing Solutions

<1> TF

16. Changes to Committee Memberships

Members noted that at the Annual Council meeting on 24 May 2018, appointments were made to Committees, Sub-Committees and Outside Bodies for the 2018/19 municipal year and that it was now necessary to make a change, to the membership of committees.

Members agreed that Staffing Matters & Urgency Committee had the authority to deal with any changes or appointments to Committees and Outside Bodies, and they noted the following membership amendments:

- To appoint Cllr Steward as a conservative substitute on the Children, Education and Communities Policy and Scrutiny Committee;
- To appoint Cllr Galvin as a conservative substitute on the Local Plan Working Group;
- Councillor Cannon to replace Cllr Derbyshire on the Audit and Governance Committee and be appointed as Chair.

Resolved: That the above changes to the Children, Education and Communities Policy and Scrutiny Committee, the Local Plan Working Group and the Audit and Governance Committee be agreed.

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

17. Redundancy

Members considered a report which detailed expenditure associated with the proposed dismissal of an employee on the grounds of redundancy.

The background and detailed case surrounding the proposal was contained in the individual business case, attached as a confidential annex to the report.

Resolved: That the expenditure associated with the proposed dismissal of an employee on the grounds of redundancy, as detailed in Annex A of the report, be noted.

Reason: In order to provide an overview of the expenditure.

Cllr Gillies, Chair

[The meeting started at 5.30 pm and finished at 5.40 pm].