

APPOINTMENTS AND REMUNERATION COMMITTEE

27 September 2017

Present:-

Councillors J Hart (Chairman), J Clatworthy, A Connett, R Hannaford, S Hughes and J McInnes

* **24** **Minutes**

It was **MOVED** by Councillor Clatworthy, and **SECONDED** by Councillor Connett, and **RESOLVED** that the Minutes held on 1 March 2017 be approved as a correct record.

* **25** **Items Requiring Urgent Attention**

There was no item raised as a matter of urgency.

* **26** **Chief Officer for Highways, Infrastructure Development and Waste**

The Head of Human Resources reported on the recruitment process for attracting eligible candidates for the post of Chief Officer for Highways, Infrastructure Development and Waste.

* **27** **Chief Officer for Children's Services**

The Chief Executive reported on the previous recruitment processes for attracting eligible candidates for the post of Chief Officer for Children's Services and the interim arrangements that had been in place since 2013.

* **28** **Exclusion of the Press and Public**

RESOLVED that the press and public be excluded from the meeting for part of the following item of business under Section 100(A)(4) of the Local Government Act 1972 on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Schedule 12A of the Act, namely information relating to an individual or likely to reveal the identity of an individual, and in accordance with Section 36 of the Freedom of Information Act 2000 by virtue of the fact that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

29 **Chief Officer for Highways, Infrastructure Development and Waste**

The Committee interviewed three candidates for the post of Chief Officer for Highways, Infrastructure Development and Waste with a view to making a recommendation upon an appropriate appointment to the County Council on 5 October 2017.

The interviews having been completed and the suitability of the candidates for the post having been fully discussed and all relevant factors having been considered and taken into account and the Committee then being of the view that the press and public need no longer be excluded from the meeting for final determination of its recommendation to the County Council:

It was **MOVED** by Councillor Hart, **SECONDED** by Councillor Connett, and

RESOLVED that the press and public be now re-admitted to the meeting.

It was **MOVED** by Councillor Hart, **SECONDED** by Councillor Clatworthy, and, nem. con,

RESOLVED that the Council be recommended to appoint Margaret Booth to the post of Chief Officer for Highways, Infrastructure Development and Waste on Grade L3, commencing at the earliest opportunity on a mutually convenient date, in line with the provisions of the Council's existing approved Pay Policy Statement.

30

Chief Officer for Children's Services

The Committee considered the report of the Chief Executive, outlining the previous action of the Chief Executive in making arrangements under delegated powers for the placement of an interim Chief Officer for Children's Services in accordance with the Council's Pay Policy Statement, Chief Officer Employment Procedure Rules and relevant employment, procurement, legal and financial regulations.

The Committee noted the numerous attempts at permanent recruitment for the post of Head of Service for Children's Services since 2013 and also the continuing challenging recruitment market for senior leadership positions in Children's Services, both nationally and locally. Members also considered the improvements that had been made to Children's Services in recent times by the Interim post holder and the current exceptional circumstances within the Leadership group with the resignation of a further Head of Service post in this area (Head of Children's Social Care) and the need to act quickly to maintain an element of stability within this critical area of the Council's activity.

It was **MOVED** by Councillor Hart, **SECONDED** by Councillor Connett, and,

RESOLVED that the press and public be now readmitted to the meeting.

It was **MOVED** by Councillor Hart, **SECONDED** by Councillor Clatworthy, and, nem. con,

RESOLVED that the Council be recommended to appoint Jo Olsson to the post of Chief Officer for Children's Services on Grade L1, commencing at the earliest opportunity on a mutually convenient date, in line with the provisions of the Council's existing approved Pay Policy Statement.

***DENOTES DELEGATED MATTER WITH POWER TO ACT**

The Meeting started at 12.00 pm and finished at 4.10 pm