

APPOINTMENTS, REMUNERATION AND CHIEF OFFICER CONDUCT COMMITTEE

14 March 2025

Present:-

Councillors J McInnes (Chair), A Davis (Vice-Chair), A Leadbetter, C Leaver and C Whitton

* **107** **Declaration of Interests**

The Chair reminded Members they should declare any interests they may have in any item to be considered, prior to any discussion taking place on that item. The details of District and or Town and Parish Twin Hatters was on the attached list - [County councillors who are also district, borough, city, parish or town councillors](#)

* **108** **Minutes**

RESOLVED that the minutes of the meeting held on 12 February 2025 be signed as a correct record.

* **109** **Items Requiring Urgent Attention**

There was no item raised as a matter of urgency.

* **110** **Exclusion of the Press and Public**

It was **MOVED** by Councillor Davis, **SECONDED** by Councillor McInnes and

RESOLVED that the press and public be excluded from the meeting for the following items of business under Section 100(A)(4) of the Local Government Act 1972 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 and 2 of Schedule 12A of the Act namely relating to any individual and information 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.

* **111** **Recruitment of Assistant Director Commissioning - Children and Young People's Futures**

The Committee had, earlier in the day, interviewed for the post of Assistant Director Commissioning - Children and Young People's Futures of Devon County Council with a view to making a recommendation upon an appropriate appointment to the County Council on 24 April 2025.

The process had been undertaken in line with the terms of reference of the Appointments, Remuneration and Chief Officer Conduct Committee, the Pay Policy Statement and the Chief Officer Employment Procedure Rules (set out at Part 6 of the Constitution). A report on the process to date had been circulated with the agenda.

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, such as the high level and breadth of experience and responsibility required for this role 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:

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

It was further **MOVED** by Councillor Davis, **SECONDED** by Councillor Leadbetter, and

RESOLVED that the Council be recommended to appoint Daniel Moncrieff to the post of Assistant Director Commissioning - Children and Young People's Futures of Devon County Council on grade L4 commencing at the earliest opportunity on a mutually convenient date, in line with the provisions of the Council's existing approved Pay Policy Statement.

* **112** **Deputy Chief Executive allowance**

The Committee considered the Report of the Chief Executive which asked the Committee for consideration of an allowance for the post of Deputy Chief Executive.

The Committee noted that prior to May 2024, the Council did not have in place a formal structure to provide cover and resilience in periods of absence by the Chief Executive. Following review of benchmarking data from other Councils, it was considered that in line with numerous other Councils, due to the complexity, scale and high-profile nature of the County Council, a more formal deputising structure for periods when the Chief Executive may be absent was required.

It had been agreed that an existing Director from the Strategic Leadership Team would be selected by the Chief Executive to act as their nominated deputy and provide cover for the Chief Executive's duties, both during periods of planned absence (estimated at 5 weeks planned per annum) or as required. As these were additional duties and not appointing to a dedicated role, the Head of Paid Service could make the decision, however the remuneration was a matter for the Appointments, Remuneration & Chief Officer Conduct Committee.

From 1st May 2024, Meg Booth, Director of Climate Change, Environment & Transport had been nominated to undertake the additional responsibilities.

It was proposed that an allowance was paid to compensate the Deputy Chief Executive for the additional duties & responsibilities and benchmarking did not identify a consistent approach. A series of options were outlined in table 2 of the Report including costs and rationale.

The Report recommended option 3, based on the amount of time the additional duties had taken up over the past few months, backdated to 1st May 2024, not 2023, which Members noted was a typographical error in the Report.

Councillors asked if this would extend to cover any period of long term absence from the Chief Executive and it was confirmed in that situation, an interim arrangement would be made over and above this proposed increase for the role of Deputy Chief Executive.

It was **MOVED** by Councillor McInnes, **SECONDED** by Councillor Leaver and

RESOLVED that the proposed allowance for the additional duties of the Deputy Chief Executive, as outlined in option 3, be approved and the payment be backdated to 1st May 2024.

NOTES:

1. *Minutes should always be read in association with any Reports for a complete record.*

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

The Meeting started at 9.00 am and finished at 11.17 am