

Personnel Committee

Minutes of the Meeting held on 15 April 2019 at 3.00pm in the Conference Room, Ground Floor at County Hall

Present:

Mr A Adams
Mr G Plant
Mr A Proctor (Chairman)
Dr M Strong

Officers Present:

Ms K Haywood	Democratic Support and Scrutiny Manager
Mrs S Shirtcliff	Head of Human Resources

1. Apologies

- 1.1 Apologies for absence were received from Mr G Nobbs.
- 1.2 It was noted that the Labour Group had decided not to take part in the meeting as they did not agree with the Council's decision in December 2018 to abolish the post of Managing Director/Chief Executive.

2. Declarations of Interests

- 2.1 There were no declarations of interest.

3. Appointment of Head of Paid Service

- 3.1 The annexed report (3) by the Head of Human Resources was received. The report set out the proposed arrangements for the appointment to the role of Head of Paid Service and sought approval of the proposed role description, terms and conditions, pay, appointment process and for nominations for an appointment panel.
- 3.2 In considering the report the Committee noted the need to maintain the 'golden triangle' of statutory roles to ensure good governance in the Council. The Head of HR also specifically confirmed that Scale S and the current allowance provision would continue to apply to the successful candidate.
- 3.3 In response to a query raised as to the tight timetable for the appointment of the role the Chairman said that the interim Head of Paid Service had been in place since December 2018 and considering the move to the new governance system in May 2019 it would be timely to move this to a permanent role.
- 3.4 The Conservative members on the Appointment Panel were confirmed as Mr A Proctor, Mr G Plant and Mr E Colman. The Liberal Democrat group would

provide a representative following the meeting.

3.5 RESOLVED to agree:

- The proposed role description, terms and conditions of employment and pay for the Head of Paid Service
- To appoint an Appointment Panel of five members, consisting of three members of the Conservative Group; one member of the Labour group and one member of the Liberal Democrat group.
- The appointment process and timetable as outlined in Annex B.

The meeting concluded at 3.22pm

CHAIRMAN