

## Personnel Committee

### Minutes of the Meeting held on 17 January 2014 at 1.30 pm in Room 519 at County Hall

#### Present:

Mr B Borrett  
Mr R Coke  
Mr C Jordan  
Mr G Nobbs (Chairman)  
Dr M Strong

#### Also Present:

Mrs A Sharp	Acting Head of Human Resources
Mr H Davidson	Davidson & Partners
Mrs S Farrell	Democratic Support Manager

#### 1. Apologies

None.

#### 2. Declarations of Interests

None received..

#### 3. Senior Management Arrangements

- 3.1 The Committee heard from the Acting Head of Human Resources (HR) who had requested that the Chairman call a meeting to advise members on any possible implications arising from the forthcoming Notice of Motion, submitted by Mr Bill Borrett, to Council on 20 January 2014. The wording of the motion being presented stated:

This Council believes the new Head of Paid Service should be able to determine their own Senior Management arrangements and a reorganisation at this time does not represent a good use of Council resources, in monies, time or the goodwill of our staff. Therefore, Council RESOLVES to:

- rescind the decision by Council on 25<sup>th</sup> November 2013 to endorse the proposed Senior Management arrangements recommended by the Cabinet in its report from its 4<sup>th</sup> November meeting and as set out in Appendix B of the report
- Change the title of the Head of Paid Service post from Chief Executive to Managing Director

- 3.2 The Acting Head of HR noted that senior staffing changes were already underway and any proposal which affected this aspect of Council business would unduly prolong recruitment to these and other senior officer vacancies within the senior staffing structure. Such delays would impact on the appointment to posts currently occupied by interim managers and require an

extension to those contracts.

3.3 Recruitment consultant Hamish Davidson addressed the Committee to give his observations on the wording of the Council motion and how it might bear on his ability to recruit to the post of Managing Director.

3.4 The Committee discussed the matter and the following key points were noted:

- The current recruitment programme for a new Chief Executive identified that the appointee would be in post in March/ April 2014 and that the appointment to other senior management posts would run in parallel. If this recruitment programme changed, it was likely that there would be a delay in the appointment of senior vacancies until spring 2015.
- It was noted that this meeting had been called by the Acting Head of HR to consider the implications of the Council motion. It was clear that the motion was a matter for Council and not a decision for this Committee.
- Some 50 potential applicants had already shown an interest in the role and all key stakeholders had been contacted. It would be necessary for Mr Davidson to return to those candidates to advise them of the change in approach. If there were to be a change to the process for recruitment it was likely to make it harder to get the right calibre of people from the business sector, which was the sector some members were particularly interested in attracting suitable candidates.
- There was a discussion about the process for drafting the joint letter from Group Leaders which was intended to be included in the recruitment website for the post. Members discussed the course of events up to the deadline for the letter to be drafted and the issue of whether the issue of the inclusion of the word 'commercial' had in fact resulted in a failure to achieve agreement on a joint letter, resulting in a letter from the Leader of the Council alone being included on the website. The despatch of the letter was time critical and to include that wording would have been contentious; therefore, no change was made on this specific aspect of the draft by the Acting Head of HR.
- It was noted that no objection from any Personnel Committee member was raised at the December Personnel meeting on the intended management structure.
- Members were reminded that the management structure of the Council was approved by full Council on 25 November 2013 meeting. Prior to this meeting the Chief Executive (Acting) had offered to meet with all political groups to explain the proposed structure prior to the matter coming before full Council but that not all parties had taken up this offer.

The meeting concluded at 2.12 pm

**CHAIRMAN**