

Minutes of the meeting of the Employment Panel held in Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE on Monday 13 May 2024 at 10.00 am

Committee members present in person and voting: **Councillors: Jonathan Lester (Chairperson), Ellie Chowns (Vice-Chairperson), Liz Harvey, Bob Matthews and Pete Stoddart**

Committee members participating via remote attendance: **Councillors: Terry James**

[Note: Committee members participating via remote attendance, i.e. through video conferencing facilities, may not vote on any decisions taken.]

Others in attendance: T Sampson (Director of HR and OD), P Walker (Chief Executive) and J Preece (Democratic Services Officer)

33. APOLOGIES FOR ABSENCE

No apologies were received.

34. NAMED SUBSTITUTES (IF ANY)

There were no substitutes.

35. DECLARATIONS OF INTEREST

No declarations of interest were made.

EXCLUSION OF PUBLIC AND PRESS

Under Section 100(A)(4) of the Local Government Act 1972, the public was excluded from the meeting on the grounds that it involved the disclosure of exempt information as defined in Schedule 12(A) of the Act (as amended) as indicated below.

The item disclosed information in relation to an individual or individuals.

36. CORPORATE LEADERSHIP TEAM APPOINTMENTS

The Director of Human Resources and Organisational Development provided the panel with an update on the corporate leadership team structure and appointments which had been triggered due to a number of factors as set out below:

- A new set of clear political priorities.
- A need to make savings and a need to drive transformation through the workforce and technology.
- The need to appoint a permanent Corporate Director, Children and Young People.
- The Director of Resources and Assurance would be leaving in June 2024
- The Director of Public Health had tendered his resignation.
- The Director of Strategy and Transformation is currently filled on a secondment basis which is due to expire in June 2024

- The fixed term contract for the Director of Law and Governance was due to expire in September 2024.

In response to questions raised by the panel it was noted:

1. A saving of £150k would be made from the deletion of the Director of Resources and Assurance post.
2. The Director of Finance role would be recruited to on a secondment basis in the first instance.
3. It was explained that the role of Director of Law and Governance had been widely advertised with a national recruitment campaign and HR procedures having been followed. At the time of appointment it had been requested by the post holder that her contract only be for two years, however she has enjoyed her time at Herefordshire Council and would like to continue with her employment.
4. The position of Director of Strategy and Transformation was filled by secondment and was not advertised nationally in the same way, therefore the post would be advertised with an open application process.
5. The Corporate Director Community Wellbeing was currently undertaking a restructure of her department which would release some of her capacity in order to support as Deputy Chief Executive.
6. It was confirmed that interviews for the Director of Public Health would be undertaken by the Employment as part of their function delegated by full council.

Resolved that;

- a) **Employment Panel noted the Chief Executive's plans for the corporate leadership team and initiates the recruitment process for the Director of Finance, Corporate Director, Children and Young People, Director of Public Health; and approves the appointment to the Director of Law and Governance on a permanent basis.**

The meeting ended at 10:26.

Chairperson