

AGENDA

Employment Panel

Date: **Thursday 13 September 2012**

Time: **4.00 pm or on the rising of Cabinet, if later**

Place: **The Council Chamber, Brockington, 35 Hafod Road,
Hereford, HR1 1SH**

Notes: Please note the **time, date** and **venue** of the meeting.

For any further information please contact:

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Agenda for the Meeting of the Employment Panel

Membership

Chairman

Councillor JG Jarvis

Councillor KS Guthrie

Councillor MAF Hubbard

Councillor RI Matthews

Councillor PD Price

AGENDA

		Pages
1. APOLOGIES FOR ABSENCE	To receive any apologies for absence.	
2. NAMED SUBSTITUTES (IF ANY)	To receive details of any Member nominated to attend the meeting in place of a Member of the Panel.	
3. DECLARATIONS OF INTEREST	To receive any declarations of interest by Members in respect of items on this agenda.	
4. MINUTES	To approve the Minutes of the meeting held on 13 August 2012.	1 - 2
EXCLUSION OF THE PUBLIC AND PRESS		
In the opinion of the Proper Officer, the next item will not be, or is likely not to be, open to the public and press at the time it is considered.		
5. CHIEF EXECUTIVE SUCCESSION ARRANGEMENTS	To agree Chief Executive succession arrangements; to agree arrangements for recruitment & selection; to agree a remuneration package for recommendation to Council; and to note interim leadership arrangements pending completion of the appointment process.	3 - 22
This item discloses information which is likely to reveal the identify of an individual.		

COUNTY OF HEREFORDSHIRE DISTRICT COUNCIL

MINUTES of the meeting of Employment Panel held at Council Chamber - Brockington on Monday 13 August 2012 at 2.00 pm

Present: Councillor JG Jarvis (Chairman)

Councillors: MAF Hubbard, RI Matthews, JW Millar and PD Price

1. APOLOGIES FOR ABSENCE

Apologies were received from Councillor KS Guthrie.

2. NAMED SUBSTITUTES (IF ANY)

Councillor JW Millar substituted for Councillor KS Guthrie.

3. DECLARATIONS OF INTEREST

There were no declarations of interest.

4. CHIEF EXECUTIVE RECRUITMENT

The Panel considered a report of the Head of Paid Service which set out possible arrangements for the recruitment and remuneration of a chief executive, following the departure of the current post holder.

Members expressed concern at the estimated cost of retaining external consultants. The Chief Executive (Head of Paid Service) indicated that quoted figures of £80,000 to £90,000 were inaccurate and that a better estimate was £25,000 for psychometric tests and a technical interview.

Members discussed whether, before proceeding with the recruitment of a Chief Executive, further consideration should be given to alternative models.

It was felt that further work was required before a decision could be made and concern was expressed about the time this would take, with the departure of the current post holder pending at the end of October.

Exclusion of the Public

It was resolved at this point that the public and press should be excluded from the meeting under Section 100 (A) (4) of the Local Government Act 1972 on the grounds that the matter being considered would disclose exempt information as defined in Schedule 12 A Part 1 paragraphs 1 and 2 of the Act in that it would relate to information relating to an individual or likely to reveal the identity of an individual.

Members then discussed the merits of the Deputy Chief Executive assuming the duties of the Chief Executive until such time as the Panel were in a position to decide on the

future senior management structure of the Council.

RESOLVED THAT: the Chief Executive consult on internal interim arrangements and report back to the Panel.

The public and press were then readmitted to the meeting.

RESOLVED THAT: the officers be required to report back to the Panel on a process for considering future governance models for the Council's senior management.

5. **URGENT BUSINESS**

The Chairman having certified that this item constituted urgent business (on the grounds that it was in the public interest that the Panel agree a record of its own business as soon as possible) the Panel considered the minutes of its previous meeting.

Exclusion of the Public

It was resolved that the public and press should be excluded from the meeting under Section 100 (A) (4) of the Local Government Act 1972 on the grounds that the matter being considered would disclose exempt information as defined in Schedule 12A Part 1 paragraphs 1 and 5 of the Act in that it would relate to information relating to an individual or in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

RESOLVED THAT: the minutes of the meeting held on 12th June 2012 at 2.00 pm at Brockington be approved with the addition of the words "Members expressed disquiet at the sums involved but accepted that Counsel's advice gave them no choice".

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