



Minutes of the meeting of Employment panel held at Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE on Thursday 21 July 2022 at 11.00 am

Present: Councillor David Hitchiner (chairperson)
Councillor Ellie Chowns (vice-chairperson)

Councillors: Councillor L Harvey, Bob Matthews and Paul Rone

Officers: Director of HR and OD and Chief Executive

8. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Terry James and Roger Phillips.

9. NAMED SUBSTITUTES (IF ANY)

Councillor Paul Rone substituted for Councillor Roger Phillips.

10. DECLARATIONS OF INTEREST

There were no declarations of interest.

11. MINUTES

It was resolved that:

the minutes of the meetings held on 15 February, 24 February and 10 May 2022 be approved.

12. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions.

13. QUESTIONS FROM COUNCILLORS

There were no questions.

14. APPOINTMENT OF DIRECTOR OF GOVERNANCE AND LAW

It was resolved that:

Under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12(A) of the Act (as amended) as indicated below. The item discloses information in relation to an individual or individuals.

The panel considered the report of the director of human resources and organisational development and heard that following two rounds of recruitment the council had been unsuccessful in its search for a new Director of Governance and Law. The recruitment process had been robust and thorough but it was a challenging time for recruitment generally and there had been quite a number of similar posts advertised at the same time.

The panel heard that the current interim director was willing to take on the role for a fixed term of 2 years. The director of human resources and organisational development summarised the interim director's background, experience and previous employment history. The panel noted that the interim director was a strong and credible candidate for the role. The appointment would be subject to no valid objections being received from cabinet members within the timeframe specified.

The panel considered if there were alternative options. It was accepted that a further recruitment process, even on a fixed term basis, was unlikely to result in a different outcome at this time and that a 2 year fixed arrangement with the interim director would give the market time to refresh.

The panel considered feedback on the performance to date of the interim director from members of the panel and the chief executive.

Subject to no valid or material objections being received from cabinet members by noon on 22 July Claire Porter is appointed as Director of Governance and Law on a fixed term basis for 2 years.

The meeting ended at 11.22 am

Chairperson