

Minutes of the meeting of Employment panel held at Committee Room 1, Shire Hall, St. Peter's Square, Hereford on Monday 19 March 2018 at 10.00 am

Present: Councillor AW Johnson (Chairman)

Councillors: H Bramer, RI Matthews, AJW Powers and P Rone

Officers: Alistair Neill and Tracey Sampson

34. APOLOGIES FOR ABSENCE

Apologies were received from Councillor RJ Phillips.

35. NAMED SUBSTITUTES (IF ANY)

Councillor P Rone substituted for Councillor R J Phillips.

36. DECLARATIONS OF INTEREST

None.

37. MINUTES

Resolved that:

the minutes of the meeting of 15 January 2018 be approved as a correct record and signed by the chairman.

38. QUESTIONS FROM MEMBERS OF THE PUBLIC

No questions were received from members of the public.

39. QUESTIONS FROM COUNCILLORS

No questions were received from councillors.

40. EXCLUSION OF THE PUBLIC AND PRESS

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.

This report is exempt from publication by virtue of paragraph 1 (information relating to an individual).

41. APPOINTMENT OF DIRECTOR FOR ADULTS AND WELLBEING

The employment panel received a report on proposed interim arrangements to fill the post of director for adults and wellbeing following the resignation of the current post holder.

The chief executive as head of paid service reminded panel members that there was no requirement for them to consider interim arrangements for senior officers but that he wished the panel to be aware and supportive of the arrangements for the appointment of an interim director for adults and wellbeing.

The chief executive and the head of human resources and organisational development explained the anticipated timeframe for the interim arrangements and outlined the key considerations which had informed the recommendation.

In discussion of the item it was noted that:

- it would not be possible to conclude an appointment process for a permanent replacement before the departure of the outgoing director and as such some interim period was unavoidable;
- the notice period for directors was three months, this was consistent with other authorities and a similar notice period for any successful external candidate should be anticipated;
- lessons had been learned from the recruitment process and interim arrangements for the director for children's wellbeing the previous year;
- the interim arrangement was intended to last for approximately a year, this would give time both to carry out an appropriate recruitment process and allow the interim director to demonstrate their capabilities should they then wish to apply for the permanent post;
- the interim director would potentially have an advantage over other candidates should they choose to apply for the permanent post but use of interim arrangements was common practice and the appointment to the permanent post would be subject to a rigorous process;
- the proposed interim appointment complied fully with relevant legislation and the constitution of the council;
- members of the employment panel confirmed they would give their support to the interim director.

Resolved that:

- (a) Employment panel support the chief executive's recommendation that the assistant director for operations and support is temporarily appointed to the role of director for adults and wellbeing.**

The meeting ended at 10.28 am

Chairman