

Minutes of the meeting of Employment Panel held at Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE on Monday 14 July 2025 at 2.00 pm

Present: Councillor Jonathan Lester (chairperson)
Councillor Diana Toynbee (vice-chairperson)

Councillors: Liz Harvey, Ivan Powell and Pete Stoddart

Officers: Director of HR and OD and Democratic Services Officer

15. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Clare Davies and Councillor Terry James.

16. NAMED SUBSTITUTES (IF ANY)

Councillor Ivan Powell was present as a substitute for Clare Davies.

17. DECLARATIONS OF INTEREST

No declarations of interest were made.

18. MINUTES

The minutes of the meeting held on 7 April were approved as an accurate record and signed by the chairperson.

19. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions received from members of the public.

20. QUESTIONS FROM COUNCILLORS

There were no questions received from Councillors.

Exclusion of public and press

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

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

Resolved that the panel unanimously voted that the next item on the agenda be held in closed session.

21. CORPORATE DIRECTOR APPOINTMENTS

The Leader introduced the report of which an update with amended recommendations had been published. The view of the panel on the proposal to make the appoint of Tina Russell as the Corporate Director, Children and Young People permanent was sought. It was noted that Tina Russell had made an immediate and sustained impact by picking up the pace of improvement journey and was making positive steps to grow members in her team. One member questioned the permanency of Tina Russell's appointment as it had been highlighted since her arrival that this was only a short-term position for her. The majority of the panel were very supportive of the permanent appointment. It was further noted that any change in leadership would be potentially disruptive and risked a dip in the pace of improvement,

The draft timetable for recruiting to the role of Corporate Director, Economy and Environment was queried as it was felt to be fleeting. The Director of Human Resources and Organisational Development was confident the timetable allowed enough time for the process and anticipated a large number of applicants.

Resolved that subject to no valid objections being received from Cabinet Members the contract with Tina Russell as Corporate Director, Children and Young People is made permanent and the recruitment process for the post of Corporate Director, Economy and Environment is initiated.

The meeting ended at 2.20 pm

Chairperson