

# Chief Officers' Employment Panel

## SUPPLEMENTAL AGENDA

**DATE: Wednesday 28 February 2018**

### AGENDA - PART I

**3. MINUTES** (Pages 3 - 6)

That the minutes of the meeting of the Chief Officers' Employment Panel held on 19 February 2018 be taken as read and signed as a correct record.

### AGENDA - PART II

**4. APPOINTMENT OF INTERIM CORPORATE DIRECTOR PEOPLE** (Pages 7 - 18)

Upon interview of short-listed candidates to consider making an appointment to the post of Interim Corporate Director People

Note: In accordance with the Local Government (Access to Information) Act 1985, the following agenda items have been admitted late to the agenda by virtue of the special circumstances and urgency detailed below:-

Agenda item

Special Circumstances/Grounds for Urgency

3. Minutes

Members are requested to consider the minutes as a late item/matter of urgency as they were not available at the time the main agenda was circulated due to the proximity of the meetings.

4. Appointment of Interim  
Corporate Director of People

Members are requested to consider the report, as a matter of urgency, as it was not available at the time of the publication of this agenda due to closing date for expressions of interest and as the interim arrangements need to be put in place due to the Corporate Director of People leaving the Council's employ at the beginning of March 2018.

# CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

## 19 FEBRUARY 2018

**Chair:** \* Councillor Sachin Shah

**Councillors:** \* Barry Macleod-Cullinane \* Kiran Ramchandani  
\* Paul Osborn \* Mrs Christine Robson

\* Denotes Member present

### 120. Membership

**RESOLVED:** To note the attendance at this meeting of the following duly appointed nominated Members:

Ordinary Member

Councillor Sue Anderson  
Councillor Keith Ferry

Nominated Member

Councillor Christine Robson  
Councillor Kiran Ramchandani

### 121. Declarations of Interest

**RESOLVED:** To note that no interests were declared.

### 122. Minutes

**RESOLVED:** That the minutes of the meeting held on 19 December 2017 be taken as read and signed as a correct record.

## RESOLVED ITEMS

### 123. Recruitment to the post of Interim Corporate Director People and Interim arrangements in the Resources and Commercial Directorate

Members agreed to consider items 4, Recruitment to the Post of Interim Corporate Director People, and item 5, Interim arrangements in the Resources and Commercial Directorate, together as one item.

Members received the report which proposed interim arrangements for the Council's senior management structure following the appointment of the Corporate Director Resources and Commercial as the Interim Chief Executive (Head of Paid Service) and following the departure of the current Corporate Director, People. It was proposed that an Interim Corporate Director People be appointed with effect from 5 March 2018; to be reviewed in June 2018. Members noted that there was a confidential appendix to the report.

Members were advised that expressions of interest would be sought for the role of Interim Corporate Director People, which was also the Director of Children's Services, from the current People Directorate management team. Interviews for this post would be held on 28<sup>th</sup> February 2018 and candidates would be advised in advance that there would be a question in relation to budgets and savings. Members agreed the following question be provided to candidates:-

“What would your proposals be for how the People Directorate will respond to the medium term budget challenges the Council faces, with a particular focus on how you will look to manage demand?”

In relation to the interim arrangements in the People Directorate, Members noted that the 'back fill' for some management posts would not be submitted to the Panel as they did not meet the financial threshold of £100,000 per annum. A report would, however, be prepared to inform the Panel as to the arrangements put in place as a result of the interim appointments and to identify any savings arising.

**RESOLVED:** That (1) the Interim Chief Executive write to the current People's Directorate management team asking for expressions of interest in acting up into the role of Corporate Director of People, this role also being the Council's statutory Director of Children's Services;

(2) the Panel meet on 28<sup>th</sup> February 2018 to interview candidates who had made an expression of interest in the post of Corporate Director of People and statutory Director of Children's Services, with a view to making an interim appointment;

(3) the Corporate Director of Community be requested to assume responsibility for the Planning and Regeneration Directorate on a temporary basis and to be the line manager of the Director of Planning and Regeneration;

(4) the Director of Finance be requested to take on additional responsibilities as identified in the report of the Interim Chief Executive and receive an acting up allowance, as set out in Appendix 1 to the report;

(5) the Divisional Director Strategic Commissioning be requested to take on additional responsibilities as identified in the report of the Interim Chief Executive and receive for an acting up allowance, as set out in Appendix 1 to the report;

(6) the Divisional Director Commissioning and Commercial Services (in the Community Directorate) be requested to take on additional responsibilities as identified in the report of the Interim Chief Executive and receive an acting up allowance, as set out in Appendix 1 to the report.

#### **124. Exclusion of Press and Public**

**RESOLVED:** That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item(s) for the reasons set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
6	Recruitment to the post of Interim Corporate Director People and Interim arrangements in the Resources and Commercial Directorate	Information under paragraph 1 (contains information relating to any individual).

#### **125. Recruitment to the post of Interim Corporate Director People and Interim arrangements in the Resources and Commercial Directorate**

**RESOLVED:** That the Appendix be noted.

(Note: The meeting, having commenced at 9.00 am, closed at 9.40 am).

(Signed) COUNCILLOR SACHIN SHAH  
Chair

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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