

CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

4 SEPTEMBER 2017

Chair: * Councillor Sachin Shah

Councillors: * Keith Ferry * Barry Macleod-Cullinane
* Graham Henson * Paul Osborn

* Denotes Member present

97. Membership

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

Ordinary Member

Nominated Member

Councillor Sue Anderson

Councillor Graham Henson

98. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

99. Minutes

Two Members indicated that they wished it to be recorded the report considered at the previous meeting should have been considered in Part I of the agenda.

RESOLVED: That the minutes of the meeting held on 1 August be deferred to the next meeting.

RESOLVED ITEMS

100. Exclusion of the 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>
5.	Severance Payment of £100,000 or Greater	Information under paragraph 1 (contains information relating to any individuals) and paragraph 3 (information relating to the financial and business affairs of any particular person (including the authority holding that information)).
6.	Appointment of Corporate Director, Community	Information under paragraph 1 (contains information relating to any individual).

[Note: Councillors Barry Macleod-Cullinane and Paul Osborn requested that it be noted that they did not agree that the press and public should be excluded for item 5, Severance Payment of £100,000 or Greater].

101. Severance Payment of £100,000 or Greater

Members received a confidential report which sought approval for a severance payment where the total amount concerned was greater than £100,000.

The Director of Environment and Culture outlined the content of the report. The Head of People and Organisational Development advised that a review of the redundancy process was underway.

RESOLVED: That the payment of the contractual and statutory payments to the employee, as set out in the report, be approved.

102. Appointment of Corporate Director, Community

A representative from Gatenby Sanderson explained the process that had been followed to produce the list of candidates for shortlisting, the current candidate market and introduced the report on each candidate. The Chair invited Members of the Panel to ask questions and seek clarification.

A Member of the opposition stated that he would wish to be involved in the creation of role profiles in the future. The Chief Executive advised that the Portfolio Holder and Shadow Portfolio had been invited to be involved at an

early stage in the process commenting on the job description/ person specification and skills need for any potential applicant. The same Member stated that he wished it to be noted that he was not satisfied with the level of involvement he had been given in the recruitment process.

The representative from Gatenby Sanderson advised the Panel in terms of the equal opportunities monitoring data of the applications received.

Having completed the presentation and responded to questions, the Chair thanked the representative from Gatenby Sanderson. Members discussed their assessment of each candidate prior to voting on who should be shortlisted.

RESOLVED: That three of the five candidates be shortlisted for interview.

(Note: The meeting, having commenced at 11.00 am, closed at 12.30 pm).

(Signed) COUNCILLOR SACHIN SHAH
Chair