

# CHIEF OFFICERS' EMPLOYMENT PANEL MINUTES

## 25 SEPTEMBER 2014

**Chairman:** † Councillor David Perry

**Councillors:** \* Keith Ferry (in the Chair) \* Paul Osborn  
\* Graham Henson \* Sachin Shah  
\* Barry Macleod-Cullinane

\* Denotes Member present

† Denotes apologies received

### 1. The Openness of Local Government Bodies Regulations 2014

**RESOLVED:** That Committee Procedure Rule 26.1 be suspended to enable the recording or photographing or broadcasting of any part of the meeting.

### 2. Membership

**RESOLVED:** That the attendance of Nominee Members at this meeting, further to the formula membership of the Panel, be noted as follows:-

Original Member

Councillor Susan Hall  
Councillor David Perry

Nominee Member Attending

Councillor Paul Osborn  
Councillor Sachin Shah

### 3. Chairman for the Meeting

**RESOLVED:** That Councillor Keith Ferry be appointed Chairman of the Panel for the meeting.

#### 4. **Declarations of Interest**

**RESOLVED:** To note that the following interests were declared:

Agenda Item 8 – Recruitment to the post of Chief Executive and the statutory role of Head of Paid Service

Councillor Barry Macleod-Cullinane declared non-pecuniary interests in that he had been a member of Cabinet when the post of Chief Executive had been deleted and as he had also submitted a Call in notice in relation to the Cabinet decision 'Outcome of Consultation on options for the Council's Senior Management Arrangements'. He would remain in the room whilst the matter was considered and voted upon.

Councillor Paul Osborn declared non-pecuniary interests in that he had been a member of Cabinet when the post of Chief Executive had been deleted and as he was a member of the Call-In Sub-Committee which would be considering the Call in notice submitted in relation to the Cabinet decision 'Outcome of Consultation on options for the Council's Senior Management Arrangements'. He would remain in the room whilst the matter was considered and voted upon.

#### 5. **Minutes**

**RESOLVED:** That the minutes of the meeting held on 5 March 2014 be taken as read and signed as a correct record.

#### 6. **Petitions**

**RESOLVED:** To note that no petitions had been received.

#### 7. **Deputations**

**RESOLVED:** To note that no deputations had been received.

#### 8. **Public Questions**

**RESOLVED:** To note that no public questions had been received.

### **RESOLVED ITEM**

#### 9. **Recruitment to the post of Chief Executive and the statutory role of Head of Paid Service**

Members received a report from the Divisional Director of Human Resources, Development and Shared Services which made recommendations in relation to the job description and remuneration for the post of Chief Executive and the statutory role of Head of Paid Service.

Members debated the timing of the report. The Divisional Director confirmed that the Panel's decision could not be implemented until the call in submitted in relation to the Cabinet decision 'Outcome of consultation on options for the

Council's Senior Management Arrangements' had been considered and resolved.

A Member proposed that the consideration of the report be deferred until the conclusion of the call in process. This was duly seconded, put to the vote and was lost.

A Member referred to the Council's Pay Policy Statement for 2014/15 and stated that the post of Chief Executive was not included and therefore the post could not be advertised. The Divisional Director acknowledged that the pay band had been removed from the Statement when the post of Chief Executive had been deleted and would therefore require review subject to the Panel's decision.

In terms of the engagement of an 'executive search' organisation, a Member expressed the view that this could be re-visited if insufficient interest in the post was received. The post would initially be advertised in the Municipal Journal and on the Council's website at a cost of approximately £5,000 - £6,000.

**RESOLVED:** That

- (1) the draft job description and person specification for the post of Chief Executive be agreed.
- (2) the post of Chief Executive be advertised on the Council's most recent (2013/14) pay scale with remuneration package of £147,813 - £167,997 and that performance related pay not be offered;
- (3) a specialist 'executive search' organisation only be used to support the recruitment process if insufficient interest was received and that applicants be invited to submit applications for consideration by the Panel and, if short listed, be selected for interview and recommended to Council for appointment to the post of Chief Executive and the statutory role of Head of Paid Service.

[Note: Councillors Macleod-Cullinane and Osborn wished to be recorded as having voted against the above Resolutions and as having not voted on the resolution in relation to engagement of a specialist 'executive search' organisation].

(Note: The meeting, having commenced at 6.30 pm, closed at 6.45 pm).

(Signed) COUNCILLOR KEITH FERRY  
Chairman