

APPOINTMENTS COMMITTEE

27 July 2006

(6pm – 6.20pm)

PRESENT: Councillor David Williams (in the Chair); Councillors John Dehaney, Samantha George and George Reynolds

Apologies for absence were received from: Councillors Tariq Ahmad, Margaret Brierly, Andrew Judge, Maxi Martin, Debbie Shears and Martin Whelton

1 DECLARATIONS (Agenda Item 1)

None advised.

2 MINUTES (Agenda Item 3)

RESOLVED: That the Minutes of the meeting held on 19 June 2006 are signed as a correct record.

3 EXCLUSION OF PUBLIC (Agenda Item 4)

RESOLVED: That, under section 100 (A)(4) of the Local Government Act 1972, the public are 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 Paragraph 1 of Part 1 of Schedule 12 A of the Local Government Act 1972.

4 APPOINTMENT TO THE POST OF DIRECTOR OF CORPORATE SERVICES (Agenda Item 5)

The Head of Human Resources made a number of introductory comments following which the Committee considered the issue of the future post holder being required to be an 151 appointment and, therefore, a qualified accountant.

In this regard the Committee considered that the post-holder would need to have experience of financial control/strategy and have the status of Director that comes with the 151 designation.

The Committee were in agreement in these matters.

In view of this position, the following amendments to the Job Description and the Person Specification were put in place:

Job Description

- Delete the word “Communication” from under the heading “Responsible for”
- Insert a further bullet point under the “Main Purpose” heading and the “Main Duties and Responsibilities (Generic)” heading as follows: “To lead on financial strategy across the organisation”
- Delete the word “Communication” from under the Main Duties and

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27 July 2006

Responsibilities (Specifics)" heading

- Under the "Main Duties and Responsibilities (Specifics)" heading add the word "proactive" after the phrase "To ensure the" at the beginning of the 4th bullet point; and in the last bullet point insert the word "a" after the phrase "To act as"

Person Specification

- Under section 3, second bullet point, substitute the words "An awareness" with the word "Experience"

The Committee considered recommendation 2 of the submitted report relating to the need to ensure that the recruitment methods are positively evaluated as being compliant with the best practice equality and diversity recruitment procedures.

The Head of Human Resources assured members that the recruitment agency 'Veredus' have a wide range of contacts in local government and the NHS and that their approach does include contact with groups and individuals from the BME community.

The Chair put the recommendations to the meeting and it was

RESOLVED: That (1), subject to the foregoing amendments, the job description/person specification and recruitment process to the post of Director of Corporate Services is agreed; and that the post holder is required to be an accountant; and

(2) it is noted that recent recruitment exercises have had the effect of producing an unrepresentative management team and requests that the recruitment methods to be used in this process are positively evaluated as being compliant with best practice, equality and diversity recruitment procedures.