

# Agenda Item 3

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## APPOINTMENTS COMMITTEE

8 FEBRUARY 2024

(12.03 pm - 12.20 pm)

PRESENT Councillors Councillor Ross Garrod (in the Chair),  
Councillor Eleanor Stringer, Councillor Billy Christie,  
Councillor Brenda Fraser, Councillor Natasha Irons,  
Councillor Anthony Fairclough, Councillor Nick McLean,  
Councillor Kirsten Galea and Councillor Simon McGrath

ALSO PRESENT Polly Cziok (Executive Director of Innovation & Change) and  
Jayde Watts (Democratic Services Officer)

PRESENT Councillor Kirsten Galea  
ONLINE

ATTENDING Amy Dumitrescu (Head of Democracy Services)  
ONLINE

### 1 APOLOGIES FOR ABSENCE (Agenda Item 1)

There were no apologies for absence. Councillor Galea attended online.  
It was noted that the membership of the committee had changed post agenda publication.

### 2 DECLARATIONS OF PECUNIARY INTEREST (Agenda Item 2)

There were no declarations of interest.

### 3 MINUTES OF THE PREVIOUS MEETING (Agenda Item 3)

RESOLVED: That the minutes of the meeting held on 19 October 2023 were agreed as an accurate record.

### 4 APPOINTMENT OF CHIEF OFFICERS (Agenda Item 4)

The Executive Director Innovation and Change presented the report and provided an overview of the recommendations.

It was noted that a recruitment agent was now in place and advising on the phasing of the various appointments, with the first phase covering the Executive Director for Children, Lifelong Learning and Families, the Director of Public Realm, the Director of People and Culture Change and the Head of Housing Development. The Executive Director provided the Committee with an overview of the process.

In response to questions, the Executive Director advised that all the roles listed were existing roles, albeit the job titles had been slightly amended with the exception of the Head of Housing Development which was a new role which was covered within the capital programme.

In response to further questions, the Executive Director noted that the brief for recruiters was to look at a wide range of candidates not restricting to those within local government. The roles had been benchmarked in relation to pay.

RESOLVED:

A. That the Appointments Committee recommends that Full Council agrees to the salary packages for the roles listed in section 2 below in accordance with the Council's Pay Policy Statement.

B. To note that the roles listed will be advertised using a phased approach, as indicated below, and that those listed in the second phase may be subject to changes to Job Description, in line with any service review.

C. That the Appointments Committee delegate to the Chief Executive, in consultation with the Chair of the Appointments Committee, the authority to amend Job Descriptions in the second phase, where those amendments will not lead to a change of salary range.

D. That the Appointments Committee agrees to commence recruitment to the post of Executive Director for Children, Lifelong Learning, and Families, further to the announcement of the retirement of the current postholder, and to establish a sub-committee for the purposes of agreeing a shortlist of candidates and to act as the interview panel for the final interview.

E. That the Appointments Committee approves the general recruitment process for the Executive Director for Children, Lifelong Learning, and Families post as outlined in paragraph 3 and delegates the implementation of that process to the Executive Director of Innovation and Change in consultation with the Chair of the Appointments Committee.

#### 5 EXCLUSION OF THE PUBLIC (Agenda Item 5)

RESOLVED: That the public were excluded from the meeting during consideration of the following report on the grounds that it is exempt from disclosure for the reasons stated in the report.

#### 6 EXEMPT MINUTES OF THE PREVIOUS MEETING (Agenda Item 6)

RESOLVED: That the exempt minute of the meeting held on 19 October 2023 was agreed.