

## **North Northamptonshire Shadow Senior Appointments Committee**

At 5:30 pm on Thursday 9th July 2020

Held as a virtual meeting via Zoom

### **Present:-**

#### Shadow Members

Councillor M Griffiths (Chair)  
Councillor L Thurland (Vice-Chair)  
Councillor A De Capell-Brooke  
Councillor B Jenney  
Councillor J Addison

#### Officers

M Cox – Director, Corporate Programme  
M Devlin-Hogg – HR Enabler  
B Smith – North Northamptonshire Democratic Services  
P Goult – North Northamptonshire Democratic Services  
B Gill – Interim Monitoring Officer

### **1 Apologies for Absence**

No apologies were received.

### **2 Notifications of requests to address the meeting**

It was confirmed that there were no requests to address the meeting.

### **3 Members' Declaration of Interest**

Councillors were invited to declare any matters of interest on items to be discussed during the meeting. No declarations were made.

### **4 Announcements**

The Chair informed the meeting that there were no announcements.

### **5 Selection and Appointment for Permanent and Senior Statutory officers**

Martin Cox (Director, Corporate Programme) and Marie Devlin-Hogg (HR Enabler for the Future Northants Programme) presented a report putting forward recommendations from the Senior Appointments Task and Finish

Group in relation to the selection and appointment of permanent senior and statutory officer roles to the new North Northamptonshire Authority.

It was reported that the Task and finish Group had held two meetings, helping to create a very open, inclusive and best practice appointment process which would include engagement with stakeholders, partners, members, leaders and employees.

It was noted that since May, a recruitment exercise had been in progress which was a significant and critical requirement in the shaping of the new North Northamptonshire Unitary Council.

The five roles being appointed to were as follows:

- Chief Executive
- Director of Finance (Section 151)
- Director of Adult Social Services (DASS)
- Director of Legal and Democratic Services (Monitoring Officer)
- A shared Director Children's Services to sit across both unitary authorities; with oversight of the Children's Trust.

The Chair noted that it would be very to appoint the very best candidates for these important roles as early as possible in order that the senior appointees would share be able to share in members' goals, ambitions and aims for the new unitary authority.

It was clarified in respect of part six of the recommendations that the intention was for the implementation lead officer to work with the task and finish group at its next meeting to confirm final composition and weighting for the stakeholder panels.

It was anticipated that following the interview process, the appointments would go forward to the Shadow Authority for its approval during August and September 2020.

**RESOLVED that:-**

- (i) The processes specified in paragraphs 3.2 a- d of the report be ratified and adopted;
- (ii) The function of appointing the senior appointments be delegated to a sub-committee (known as the 'interview panel'); ensuring that at least one member of the Shadow Executive Committee is in its membership;
- (iii) Authority be delegated to the interview panel to:
  - a) Shortlist and interview suitably qualified applicants;
  - b) Recommend the most suitable person for the position.

*(Reason - in accordance with the requirements set out in Part 4F of the Constitution (Staff Employment Procedure Rules).*

- (iv) The interview panel will comprise of 5 members for each of the roles advertised, with the exception of the shared Director of Children's Services role; and that the interview panel is representative of the political balance of the Shadow Authority;
- (v) The proposed membership of the interview panel for each role be approved, as noted in section 4 of the report;
- (vi) The proposed stakeholder panels for each role as part of the recruitment and selection process be approved, as noted in section 5 of the report; including the composition of these panels; and authority be delegated to the central implementation team lead officer for human resources to confirm their final composition and weighting, in consultation with the Chair and Deputy Chair of the Senior Appointments Committee.

## **6 Exempt Items**

The Chair informed the meeting that there were no exempt items to be determined on this occasion.

## **7 Urgent Items**

The Chair informed the meeting that there were no urgent items to be determined on this occasion.

## **8 Close of Meeting**

The Chair declared the meeting closed at 5:44 pm.