

Shadow Senior Appointments Committee

At 5:30 pm on Tuesday 15th September 2020

Held as a virtual meeting via Zoom

Present:-

Shadow Members

Councillor M Griffiths (Chair)
Councillor L Thurland
Councillor B Jenney

Councillor J Addison
Councillor A De Capell-Brooke

Officers

M Cox – Director Corporate Programme
Future Northants
M Devlin-Hogg – Unitary HR Enabler
Future Northants
F McHugo – North Northants
Democratic Services

B Smith – North Northants
Democratic Services
P Goult – North Northants
Democratic Services

1. Apologies for Absence

There were no apologies received.

2. Members' Declarations of Interest

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

3. Notifications of requests to address the meeting

No requests had been received.

4. Announcements

The Chair reminded the Committee, that a report on the outcome of the statutory officer recruitment exercise was to be discussed by the full Shadow Authority at its meeting on Thursday 17th September 2020.

5. Minutes of the Previous Meeting

The minutes of the committee meeting held on 9th July 2020 had been circulated.

RESOLVED that:-

- i) The minutes of the Shadow Senior Appointments Committee held on 9th July 2020 be approved and signed by the Chair as a correct record.

6. Recommended appointments of the Statutory Officers for the Senior Leadership Team of North Northamptonshire Council

The Committee received a report from Marie Devlin-Hogg (Unitary HR Enabler) which outlined the actions taken since the previous meeting to recruit to the senior management/statutory officer roles of:-

- Chief Executive (Head of Paid Service)
- Director of Finance (Chief Finance Officer/s.151 Officer)
- Director of Legal and Democratic Services (Monitoring Officer)
- Director of Adult Social Service (DASS designation)
- Director of Children's Services (DCS designation) – this is a shared post with West Northants Council

The report reminded Members of the process agreed by them at their previous meeting on 9th July, particularly the importance on ensuring that as many Shadow Members, officers and partners could be engaged in the process, through employee panels, stakeholder panels etc.

The role of both Future Northants and Penna (the Authority's external executive search partner) were highlighted, together with the initial work undertaken by the Senior Appointments Task and Finish Group.

The recruitment process, including the work of the interview panels/sub-committees, was detailed within the report. It was noted that 43 Shadow Members in total had been involved the recruitment and/or interview process for the five senior officer posts.

It was noted that the Chief Executive (Head of Paid Service) appointment had been confirmed by the Shadow Authority at its meeting on 27th August 2020. The new Chief Executive was due to formally commence his duties on 2nd November 2020.

The report provided details of the four main panels engaged in the process for the yet to be confirmed senior officer roles, and the name of the recommended candidate for each. A brief synopsis on the background to each of the candidates was included in the report.

Shadow Executive Committee members had been consulted on the outcomes of the four main panels, and had expressed no objection to the four nominated candidates.

The recommendations made by the interview panels/sub-committees were being submitted to this Committee for ratification, prior to them being considered by the Shadow Authority at its meeting on Thursday 17th September 2020.

Subject to Shadow Authority approving the recommended candidates, a start date for each would need to be confirmed, taking into account their respective notice period obligations.

Councillor Griffiths registered his thanks to both Members and officers who had assisted in the recruitment process. Councillor Griffiths was particularly pleased that a range of Shadow Members, officers and stakeholder representatives had been able to play a role. It was important that the process had been open and transparent, and also registered his thanks to Penna (the Authority's executive search partner).

Councillor Thurland expressed support for the recommendations, and the importance of having the senior management team in place as soon as possible.

Councillor Addison agreed that it had been a very fair process, and the Shadow Members, officers and partners involved had been able to participate fully, and their respective views taken into account.

(Councillor B Jenney, who had been absent for part of the meeting due to IT technical difficulties, declined from participating in the vote on the recommendations)

RESOLVED that:-

- i) The Shadow Senior Appointments Committee recommends to the North Northamptonshire Shadow Authority that the following be confirmed as Directors and designated statutory officers for the North Northamptonshire Shadow Authority and the North Northamptonshire Council:
 - Janice Gotts as Director of Finance and statutory s.151 Officer (Chief Finance Officer), to be appointed to a salary of £135,000 (within the advertised grade of £130,000-£140,000);
 - Adele Wylie as Director of Legal and Democratic Services and statutory Monitoring Officer, to be appointed to a salary of £110,000 (within the advertised grade of £110,000-£115,000);
 - David Watts as Director of Adult Social Service and statutory DASS Officer, to be appointed to a salary of £135,000 (within the advertised grade of £130,000-£140,000); and
 - Cathi Hadley as shared Director of Children's Services and statutory DCS (joint appointment with West Northamptonshire Council), to be appointed to a salary of £150,000 (within the advertised grade of £145,000-£155,000).

7. Close of Meeting

The meeting closed at 5:48 pm.

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