

## **Minutes of a meeting of the Employment Committee**

At 7.00 pm on Thursday 17th August, 2023 in the  
Council Chamber, Corby Cube, George Street, Corby, NN17 1QG

### **Present:-**

#### Members

Councillor Lora Lawman (Chair)  
Councillor Scott Brown  
Councillor Leanne Buckingham  
Councillor Jon-Paul Carr

Councillor Macaulay Nichol  
Councillor Tom Partridge-Underwood

#### Officers

Marie Devlin-Hogg (Assistant Director Human Resources)  
Nicky McLoughlin (HR Workforce Policy & Projects Strategic Lead)  
Ben Smith (Head of Democratic Services)  
Jenny Daniels (Democratic Services Officer)

### **1 Apologies for absence**

Apologies for absence were received from Cllrs John Currall, Helen Howell and Peter McEwan (Matt Keane substituting).

### **2 Members' Declarations of interest**

The Chair invited those who wished to do so to declare any interests in respect of items on the agenda.

No declarations were made.

### **3 Minutes of the meeting held on 20 March 2023**

The minutes of the meeting held on 20 March 2023 were approved as a correct record and duly signed by the Chair.

### **4 Selection and Appointment for Head of Paid Service/Chief Executive**

At the Chair's invitation the HR Workforce Policy & Projects Strategic Lead introduced the report (copies of which had been previously circulated) which asked the Employment Committee to establish a Sub-Committee to undertake the recruitment and selection process for the role of Head of Paid Service/Chief Executive.

The Committee noted that the aim of the Subcommittee would be to ensure that the recruitment and selection approach for the role was comprehensive and inclusive. It was emphasised that partners, stakeholders and members would play a role in the form of stakeholder panels in helping to select the best candidate.

The Subcommittee would be politically balanced and would be responsible for selecting and recommending the successful candidate for approval by full Council.

The following members were proposed to be members of the Sub-Committee

- Councillors Lora Lawman, Helen Howell, Russell Roberts and Jason Smithers – Conservative Group
- Councillor Matt Keane – Labour Group

The Head of Democratic Services confirmed he would contact the Leader of the Green Alliance Group in respect of its nomination.

**Resolved:-**

That Employment Committee approves:

- a) The establishment of a politically balanced Sub Committee consisting of six elected members to interview and recommend appointment of the Chief Executive to Council;
- b) That membership of the Sub Committee shall consist of 4 Conservative members, 1 Labour member and 1 Green Alliance member.
- c) Delegation of authority to the Assistant Director of Human Resources, in consultation with members of the established Sub Committee, to longlist and shortlist suitably qualified applicants.
- d) Delegation of authority to the established Sub Committee to:
  - Make a conditional offer (and determine particulars such as remuneration) to the most suitable candidate (subject to the full Council's approval);
  - Recommend that the full Council approve the appointment of the most suitable candidate as the Chief Executive of North Northamptonshire.
- e) the following stakeholder panels to be established to provide feedback to the Sub Committee:
  - Member Stakeholder Panel;
  - Leadership Panel;
  - Partner Stakeholder Panel comprising partners from Health, Police, Education, community faith groups and the voluntary and business sectors;
  - Employee Stakeholder Group comprising of employees selected from each Directorate and including trade unions;
  - Children and Young People Panel.
- f) That it be noted that the assessment process will include psychometric tests, a technical interview and leadership scenario to inform the Sub Committee.

**Reasons for the Recommendations**

The decision has been made to ensure that a comprehensive, inclusive and thorough recruitment and selection process is undertaken, in accordance with the constitution, to ensure that the right candidate is selected as Head of Paid Service/Chief Executive.

## **Alternative Options Considered**

The role of Head of Paid Service/Chief Executive is critical for the Council and is a statutory appointment which is required to be filled.

Instead of establishing a Sub Committee, the Employment Committee could undertake the appointment process. This was not the recommended action as Sub Committees provide smaller and more focussed expertise and are able to interview in depth, ensuring the right candidate for North Northamptonshire.

## **5 Close of meeting**

The Chair thanked members and officers for their attendance and closed the meeting.

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Chair

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Date

The meeting closed at 7.24 pm