

Minutes of a meeting of the Employment Committee

At 7.00 pm on Monday 3rd June, 2024

Held in the Council Chamber, Corby Cube, George Street, Corby, NN17 1QG

Present:-

Members

Councillor Barbara Jenney (Chair)
Councillor Scott Brown
Councillor Jon-Paul Carr
Councillor William Colquhoun

Councillor John Currall
Councillor Jim Hakewill
Councillor Macaulay Nichol
Councillor Elliot Prentice

Officers

Jenny Daniels
Adele Wylie

Democratic Services (minutes)
Chief Executive

1 Apologies for absence

Apologies were received from Councillors Helen Howell, Sarah Tubbs, Tom Partridge-Underwood and Larry Henson as well as Ben Smith, Marie Devlin-Hogg and Tracey Simoniti-Stocker.

2 Members' Declarations of interest

There were none.

3 Minutes of the meeting held on 26 March 2024

RESOLVED that: The minutes of the meeting held on 26 March 2024 were a correct record of the meeting subject to a correction to item 19, (iii) to remove a secondary 'that'.

4 Selection and Appointment to Corporate Leadership Team

At the Chairman's invitation the Chief Executive introduced this report (copies of which had been previously circulated) stating that it related to 2 executive appointments. The first was that of Executive Director of Finance/Section 151 Officer. This post had been vacant since its occupant had left the Authority and Council had appointed an interim. The Section 151 Officer was required by law.

The second role was a new one and was the Executive Director of Strategy and Change. This would cover the roles of Director for HR and Organisational Development and Health and Safety and Customer Services. This would also cover the One Council programme which covered would make good use of assets and equipment and Big 50 Vision with stakeholders, partners, and communities and ensure that the transformation delivery plan had adequate strategic capacity.

They would be responsible for the transformation recovery plan which didn't just deal in efficiencies. They would also be responsible for Business Intelligence as well. There was a need to review and engage fully with Central Government on their plans.

There would be a panel of 6 consisting of 4 Conservative members, 1 Labour and 1 of either the Green Alliance Group or the Independent Alliance Group.

The Executive Director of Finance was subject to an appointment by Council but the Executive Director of Strategy and Change was subject to a panel appointment.

They would put out an advertisement through a national recruiter which has been really helpful in achieving a Director for Children's Services.

There would be a member panel and a Corporate Leadership Team (CLT) panel.

The Chair confirmed the timetable was shown in Appendix C to the report and members should take note that they would be involved in long listing, short listing and interviewing.

In answer to queries on the report the following was confirmed:

- Whether it was the right time of year to undertake the recruitment was considered and the agency did not think it should be an issue because the advert was being released before the Summer season. If they were not comfortable with the quality of people coming through they could postpone it.
- There were approximately 3 or 4 agencies that the Council used and Penner seemed to be the best value and they did obtain people. An expert had been appointed by them for the role of S151 Officer. They would usually write to them specifying what the Authority was looking for and what support they required and they would return with a bid for the work. HR was usually involved in this.
- The role of Executive Director of Strategy and Change was a new role. Adele's previous role as Executive Director of Governance was empty and would be deleted and the new role put in its place.
- Assistant Directors were not part of the remit of this Committee. Recruiting to their posts would be handled by the Directors.
- The members of the panel did not have to be members of the Employment Committee.
- The Chief Executive would ask Group Leaders to put people forward for the panels.
- The interviews would take place during the day and be held in person.
- Those who did the long listing would also be required to do the short listing and interviewing.
- The members room of the Cube at Corby would be used for the interviews.

The report was proposed by Councillor Jan O'Hara and seconded by Councillor Jon-Paul Carr. All were in favour of it

RESOLVED that: the Employment Committee:

- a) Establishes a politically balanced sub-committee consisting of six elected members (ensuring that at least one Executive Member is on the Sub-committee) to:-

- i. interview suitably qualified applicants for each position;
 - ii. make a recommendation for the most suitable person for the position of Executive Director of Finance (S151) to full Council for final approval.
 - iii. appoint the most suitable person to the position of Executive Director of Strategy and Change;
- b) Agrees that membership of the Subcommittee shall consist of four Conservative Group members, one Labour Group Member and 1 of either the Green Alliance Group or the Independent Alliance Group;
- c) Delegates authority to the Assistant Director of Human Resources or their nominated deputy, in consultation with members of the established subcommittee, to longlist and shortlist suitably qualified applicants;
- d) Note that the assessment process will include psychometric tests; a technical interview and leadership scenario to inform the Sub Committee

5 Close of meeting

There being no further business the Chairman ended the meeting at 7.25pm.

Chair

Date