

## **Appointments Committee**

Meeting held on Wednesday, 17 March 2021 at 11.30 am and reconvened on 23 March 2021 at 2.00pm. This meeting will be held remotely.

### **MINUTES**

**Present:** Councillor Hamida Ali (Chair);

Councillors Jason Cummings, Lynne Hale, Stuart King, Joy Prince and Callton Young

**Also**

**Present:** Katherine Kerswell, Interim Chief Executive Sally Robertson QC, Counsel to the Committee Asmat Hussain, Interim Executive Director of Resources and Deputy Monitoring Officer Sue Moorman, Director of Human Resources Stephen Rowan, Head of Democratic Services and Scrutiny Richard Penn, Author of the Independent Investigation report Ros Foster, External Legal Advisor to the Council Browne Jacobsen

### **PART A**

**1/20 Apologies for Absence**

There were no apologies for absence from Members of the Committee.

**2/20 Disclosure of Interest**

There were no disclosures of interests. Members confirmed their disclosure of interest forms were accurate and up-to-date.

**3/20 Urgent Business (if any)**

There was no urgent business for the Committee's consideration.

**4/20 Review of Temporary Chief Officer Cover Arrangements**

Members considered the report of the Director of Human Resources that sought approval to delegate authority to the Interim Chief Executive to extend temporary cover arrangements for the following chief officer posts for a further period of up to six months:

- i) Executive Director of Children, Families and Education;
- ii) Assistant Chief Executive;
- iii) Director of Education;
- iv) Director of Commissioning and Procurement; and

v) Director of Children's Improvement & Quality

The Committee heard that all of the above interim appointments had been made in September 2020 and were due to expire on 31 March 2021. The interim appointments had been made initially for a maximum of six months in accordance with the Council's Constitution. The Committee was also asked to note the three-month extension of the agency placement cover for the Director of Housing and Social Investment. Members heard that it had been anticipated that permanent appointments would have been made following the implementation of a revised management structure across the Council. However, while extensive consultation on a set of proposals for the reorganisation of the top three tiers of management had concluded on 31 January 2021, the restructure had to be paused due to other significant issues arising in regard to the Council's existing management arrangements.

Members heard that the recommendation to delegate authority to extend these interim appointments by up to six months would help provide stability and continuity in key roles within the council, both in regard to delivering important services and the Council's improvement plan including its challenging budget savings.

In response to a question, Members heard that the six-month extension for the Assistant Chief Executive post would be funded from the Council's transformation budget. The post was fully funded in future years in the management restructure proposals still to be formally considered and decided upon by members. Members were also informed that, if the senior management restructure and permanent recruitment weren't completed within six months, a further report could be brought back to either Council or the Appointments Committee to seek approval to further extend the interim appointments. However, it was the intention to deliver the permanent recruitment within the next six-month period. Members also heard that, while a longer period could be requested at this stage, it was better for the council's governance to limit the extension to six months and for members to consider any reasons for further extension if necessary to do so later in the year.

Members also noted that there were no concerns regarding the performance of the temporary postholders and that any extensions to the contracts would be on the same terms as the initial six-month appointments.

**RESOLVED:**

- 1.1 That, in accordance with paragraph 3.3(1) of Part 4J (Staff Employment Procedure Rules) of the Constitution, the Committee agreed to delegate to the Head of Paid Service the decision whether or not to extend current

temporary cover arrangements for the Chief Officer posts set out in recommendation 1.2 below for a further period of up to six months, pending the approval of the senior management reorganisation and subsequent permanent recruitment processes via the Appointments Committee. The delegation to be subject to the usual notification requirements in paragraph 3.3.3 of Part 4J of the Constitution and notifying any extension of the temporary appointments to the next meeting of full Council.

1.2 The Committee noted that the chief officer roles in consideration were:

- i) Executive Director of Children, Families and Education;
- ii) Assistant Chief Executive;
- iii) Director of Education;
- iv) Director of Commissioning and Procurement; and
- v) Director of Children's Improvement & Quality

1.3 The Committee noted the three-month extension of the agency placement cover for the Director of Housing and Social Investment.

The meeting was adjourned to 23 March 2021 to conduct the rest of the business.

**Signed:**

**Date:**

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