

PERSONNEL COMMITTEE

Thursday, 3 December 2020 at 1.00 pm

Digital meeting via Microsoft Teams

Held in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020; and conducted according to the Council's Standing Orders for Remote Meetings and those set out in the Council's Constitution.

Committee Members present: Councillor M. Bird (Chair)
Councillor A. Andrew (Vice-Chair)
Councillor A. Harris
Councillor R. Martin (Substitute for Councillor B. Allen)
Councillor A. Nawaz

Portfolio Holders present: Councillor B. Chattha – Personnel and Business Support (Item 4/Minute 139/20 only)

In attendance: Ms K. Allward, Executive Director – Adult Social Care (Item 5/Minute 140/20 only)
Ms D. Hindson, Executive Director – Resources and Transformation (Item 4/Minute 139/20 only)
Mr I. Sutheran, Human Resources Manager – Recruitment and Transactional
Dr P. Fantom, Democratic Services Officer
Mr P. John, Penna (Item 4/Minute 139/20 only)
Mr D. Slatter, Penna (Item 5/Minute 140/20 only)

WELCOME

The Chair opened the meeting by welcoming everyone, and explaining the rules of procedure and legal context in which the meeting was being held. He also directed the members of the public viewing the meeting to the papers, which could be found on the Council's Committee Management Information system (CMIS) webpage.

Members and officers confirmed that they could both see and hear the proceedings.

134/20 APOLOGIES

Apologies for absence were received on behalf of Councillors B. Allen, N. Gultasib and K. Hussain.

135/20 SUBSTITUTIONS

Councillor R. Martin substituted for Councillor B. Allen.

136/20 DECLARATIONS OF INTEREST AND PARTY WHIP

There were no declarations of interest or party whip for the duration of the meeting.

137/20 LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 (AS AMENDED)

Resolved (by assent):

That the public be excluded from the meeting during consideration of the item set out in the private agenda for the reasons set out therein and Section 100A of the Local Government Act 1972.

138/20 PRIVATE SESSION

Exclusion of the Public

Resolved (by assent):

That, during consideration of the remaining item on the agenda, the Committee consider that the item for consideration is exempt information for the reasons set out therein and Section 100A of the Local Government Act 1972 and accordingly resolved to consider the item in private.

139/20 SENIOR RECRUITMENT TO THE POSITION OF DIRECTOR OF HUMAN RESOURCES: SHORT LISTING

A report on short listing with reference to the recruitment to the permanent post of Director of Human Resources was submitted [Annexed].

The Human Resources Manager – Recruitment and Transactional presented the report and highlighted the salient points. Six candidates had been long listed, although one subsequently withdrew, with five candidates being interviewed by a stakeholder and staffing panel and by a technical and values panel. Feedback on the five candidates' performance was provided for the Committee by the representative of Penna, with two candidates being recommended for short listing for final interview.

Resolved (by assent):

That for the permanent position of Director of Human Resources the following candidates be short listed for final interview at the meeting of the Personnel Committee to be held on 10 December 2020:

- DH
- LW

(Exempt information under Paragraphs 1, 2 and 4 of Part I of Schedule 12A of the Local Government Act 1972) (As amended).

Councillor Chattha, Ms Hindson and Mr John left the meeting following this item of business.

140/20 SENIOR RECRUITMENT TO THE POSITION OF DIRECTOR OF COMMUNICATIONS, BRAND AND MARKETING

A report was submitted on recruitment to the permanent position of Director of Communications, Brand and Marketing [Annexed].

The Human Resources Manager – Recruitment and Transactional presented the report and highlighted the salient points. Three candidates had been short listed for interview and feedback in respect of their performance at a stakeholder and staffing panel and at a technical and values panel was provided by the representative of Penna.

Members interviewed the three candidates for this position, who were asked a series of five identical questions.

The Committee considered the performance of the candidates at interview, together with the feedback from the stakeholder and staffing panel and the technical and values panel.

Resolved (by roll call):

1. That subject to the well-founded objection procedure, the permanent position of Director of Communications, Brand and Marketing be offered to KB;
2. That responsibility for final contract arrangements be delegated to officers.

(Exempt information under Paragraphs 1, 2 and 4 of Part I of Schedule 12A of the Local Government Act 1972) (As amended).

There being no further business, the meeting terminated at 3.09 pm.

Chair.....

Date.....