

PERSONNEL COMMITTEE

Thursday, 14 January 2021 at 6.00 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 N. Gultasib
Councillor A. Harris
Councillor A. Nawaz

In attendance: Dr H. Paterson, Chief Executive
Ms D. Hindson, Interim Executive Director of Resources
and Transformation (Item 4/Minute 160/20 only)
Mr I. Sutheran, Human Resources Manager –
Recruitment and Transactional
Dr P. Fantom, Democratic Services Officer

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.

1/21 APOLOGIES

An apology for absence was received on behalf of Councillor K. Hussain.

2/21 SUBSTITUTIONS

There were no substitutions.

3/21 DECLARATIONS OF INTEREST AND PARTY WHIP

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

**4/21 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.

5/21 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.

6/21 RECRUITMENT TO THE POSITION OF INTERIM DIRECTOR OF HUMAN RESOURCES, ORGANISATIONAL DEVELOPMENT AND ADMINISTRATION

A report was submitted on recruitment to the permanent position of Interim Director of Human Resources, Organisational Development and Administration[Annexed].

The Human Resources Manager – Recruitment and Transactional introduced the report and highlighted the salient points, noting that the position of Director of Human Resources, Organisational Development and Administration had been vacant since 12 February 2020.

The Interim Executive Director of Resources and Transformation outlined the recent recruitment process for a permanent Director of Human Resources, Organisational Development and Administration which, despite two candidates being interviewed, had been unsuccessful and no appointment was made. Given that the Council urgently required all aspects of this position to be undertaken, but in view of a re-advertisement for a permanent position at this time being likely to generate interest only from the same applicant pool, it was therefore proposed to seek an external interim appointment.

Resolved (by assent):

1. That officers be authorised to commence a recruitment process for the appointment of an external candidate to the position of Interim Director of Human Resources, Organisational Development and Administration;
2. That responsibility for the appointment process and decision be delegated to the Interim Executive Director of Resources and Transformation, with the Leader of the Council and the Leader of the Opposition being consulted before confirmation of an appointment;

3. That the contract term for an external person appointed to the position of Interim Director of Human Resources, Organisational Development and Administration be for up to twelve months with an option to extend this for a further six months, if required.

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

Ms Hindson left the meeting following this item of business.

7/21 **RECRUITMENT TO THE POSITION OF INTERIM EXECUTIVE DIRECTOR OF RESOURCES AND TRANSFORMATION**

A report was submitted on recruitment to the post of Interim Executive Director of Resources and Transformation [Annexed].

The Human Resources Manager – Recruitment and Transactional introduced the report and highlighted the salient points, noting that the recent recruitment process for the permanent position of Executive Director of Resources and Transformation had been unsuccessful with no candidates being short listed for interview.

The Chief Executive advised the Committee of the steps taken following the unsuccessful permanent recruitment process. Discussions had been held with Penna and it had been concluded that the position should not be re-advertised in the short term for the reasons as set out in the report. However, to ensure that the Council met its statutory obligations (Section 151 officer responsibilities) and continued to receive stability, consistency of approach and leadership in the Directorate and Walsall PROUD transformation programme, it was proposed to extend the contract of the current Interim Executive Director of Resources and Transformation for the period from 1 April 2021 to 30 June 2022.

Resolved (by assent):

1. That the current Interim Executive Director of Resources and Transformation, DH, continue in this role, contracted via Penna, until 30 June 2022;
2. That a further report be presented to the Personnel Committee during the 2021/22 financial year in order to commence the recruitment process to the permanent position of Executive Director of Resources and Transformation.

(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 6.10 pm.

Chair.....

Date.....