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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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Rheolwr Gyfarwyddwr Dros Dro – Interim
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RHYBUDD O GYFARFOD	NOTICE OF MEETING	
PWYLLGOR PENODIADAU	APPOINTMENTS COMMITTEE	
DYDD LLUN, 1 GORFFENNAF, 2013 am 2 o'r gloch	MONDAY, 1 JULY 2013 at 2.00 pm	
YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGFNI	COMMITTEE ROOM 1, COUNCIL OFFICES, LLANGFNI	
Swyddog Pwyllgor	Mrs. Mairwen Hughes (01248) 752516	Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Annibynnol/Independent

Victor Hughes, H. Eifion Jones, Peter S. Rogers, Ieuan Williams

Llafur / Labour

J A Roberts

Plaid Cymru / The Party of Wales

John Griffith, Vaughan Hughes, Carwyn Jones and R G Parry OBE

Heb Ymaelodi / Unaffiliated

(Democratiaid Rhyddfrydol Cymru/Welsh Liberal Democrats)

A M Jones

A G E N D A

1 ELECTION OF CHAIRPERSON

To elect a Chairperson.

2 ELECTION OF VICE-CHAIRPERSON

To elect a Vice-Chairperson.

3 DECLARATION OF INTEREST

To receive any declaration of interest by any Member or Officer in respect of any item discussed.

4 MINUTES (Pages 1 - 2)

To submit, for confirmation, the minutes of the meeting held on 9 April, 2013.

5 EXCLUSION OF THE PRESS AND PUBLIC (Pages 3 - 4)

To consider adopting the following :-

“ Under Section 100(A) of the Local Government Act 1972, to exclude the press and public from the meeting during the discussion on the following items as it may involve the likely disclosure of exempt information as defined in Paragraph 12 of the said Act and in the attached Public Interest Test.”

6 HEADS OF SERVICE REVIEW - STRUCTURE CONSIDERATIONS (Pages 5 - 60)

To submit a report by the Deputy Chief Executive.
(LATE REPORT ATTACHED)

APPOINTMENTS COMMITTEE

Minutes of the meeting held on 9 April 2013

- PRESENT:** Councillor Bryan Owen (Chair)
Councillor Thomas H Jones (Vice-Chair)
- Councillors Keith Evans, Mrs Fflur Hughes, Vaughan Hughes, Eric Jones, Raymond Jones, G O Parry MBE and Ieuan Williams (not present at the decision)
- IN ATTENDANCE:** Chief Executive,
Deputy Chief Executive,
Committee Services Manager.
- APOLOGIES:** None
- ALSO PRESENT:** Councillor W.J. Chorlton (Portfolio Holder)
-

1 DECLARATION OF INTEREST

None to declare.

2 MINUTES

The minutes of the meeting held on 19 March, 2013 were confirmed as a true record.

ARISING THEREON

Item 2 Minutes – Staff Appointments (Head of Function – Resources)

The Deputy Chief Executive was requested to report back to the Members of this Committee (as opposed to the individual Member in question) upon the timetable that had been put in place to monitor the commitment of the Head of Function (Resources) to improve her Welsh language skills and as to which member of staff would be responsible within the Authority for undertaking that monitoring role.

3 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED to adopt the following :-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during the discussion on the following item as it involves the likely disclosure of exempt information as defined in Paragraph 12 of the said Act and in the attached Public Interest Test.”

4 HEADS OF SERVICE STRUCTURE CONSIDERATIONS

Submitted – A revised report by the Deputy Chief Executive following observations made at the last meeting of this Committee on 19th March, 2013. Further revisions to Paragraphs 7.5 and 9 of the report and to the suggested recommendations were tabled at the meeting.

One of the Members wished to minute her concern that the papers tabled at today's meeting had not been bilingual.

Some of the Members expressed concern as to the timing of the proposal and that the matter should be one that is determined by the new Council post May 2013. Concern was also expressed that the proposed new structure would become operational before the Job Evaluation exercise had been completed.

Members felt that any members of staff who had concerns regarding the process should be provided with the opportunity to raise their concerns with the Deputy Chief Executive.

Following a lengthy discussion, it was **RESOLVED that the Appointments Committee supports the report and to recommend to the Executive :-**

- **The new structure and the rationale, as set out in Paragraph 7 of the main report, and the consequential reduction in Heads of Service posts from 16 to 10 (including the 2 Heads of Function);**
- **The new role expected of Heads of Services as set out in Paragraph 7.4 of the main report, which will be developed into a full job description;**
- **The implementation process as set out in Paragraph 8 of the main report;**
- **An implementation date of 1st October for the new Heads of Service structure and to authorise negotiations to take place with the Trade Unions, for adoption of this date, as also the implementation date for Job Evaluation, for the purposes of backpay and protection, as set out in Paragraph 9 of the main report;**
- **That priority and momentum is given to the Job Evaluation process by the SLT, to ensure that the project is completed in April 2014 in line with the current Project Plan;**
- **That on the identification of the new Appointments Panel, post election, training is provided as a matter of urgency to equip the Panel with the necessary skills and knowledge to implement the agreed structure;**
- **That a general consultation should take place immediately after the election in May with staff and stakeholders, on the service changes agreed as a consequence of this paper, with a summary of the outcome of this consultation and a detailed implementation Plan reported back to the Appointments Panel, as set out in Paragraph 9 of the main report.**

(Councillor Keith Evans wished it to be minuted that he was against the decision that had been taken at today's meeting).

(Councillor Eric Jones wished it to be minuted that he had abstained from voting on the matter).

**COUNCILLOR BRYAN OWEN
CHAIR**

DDIM I'W GYHOEDDI NOT FOR PUBLICATION

(Teitl yr Adroddiad/Title of Report)

**Adolygiad y Penaethiaid Gwasanaeth – Rhoi ystyried i'r Strwythur
Heads of Service Review – Structure Considerations
ADRODDIAD I'R PANEL APWYNTIADAU / REPORT TO APPOINTMENTS PANEL
01/07/13**

PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

Paragraff(au) Paragraph(s)	Atodlen 12A Deddf Llywodraeth Leol 1972 Schedule 12A Local Government Act 1972
Y PRAWF – THE TEST	
<p>Mae yna fudd y cyhoedd wrth ddatgan oherwydd / There is a public interest in disclosure as:-</p> <p>Mae budd i'r cyhoedd wybod am faterion sy'n ymwneud a gweithwyr y Cyngor gan eu bod yn weithwyr cyhoeddus. Mae diddordeb uniongyrchol i'r cyhoedd yng nghostau gwasanaethau ac arbedion effeithiolrwydd.</p> <p>There is public interest in knowing of matters which relate to the Council's employees as they are public sector workers. The public have a direct interest in the cost of services and efficiency savings.</p>	<p>Y budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p>Mae yna ddisgwyliad rhesymol fod pob mater sy'n ymwneud a gweithiwr unigol y Cyngor yn cael eu trin yn gyfrinachol. Mae'r adroddiad hwn a goblygiadau cyflogaeth sy'n ymwneud a'r Penaethiaid Gwasanaeth.</p> <p>There is a reasonable expectation that all matters relating to an individual employee of the Council are treated confidentially. This report has employment implications for Heads of Service.</p>
<p>Mae budd y cyhoedd wrth gadw'r eithriad o bwys mwy na budd y cyhoedd wrth ddatgelu'r wybodaeth The public interest in maintaining the exemption outweighs the public interest in disclosing the information.</p>	

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