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CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

Mr Richard Parry Jones, BA, MA.  
Prif Weithredwr—Chief Executive  
CYNGOR SIR YNYS MÔN  
ISLE OF ANGLESEY COUNTY COUNCIL  
Swyddfeydd y Cyngor - Council Offices  
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<b>RHYBUDD O GYFARFOD</b>	<b>NOTICE OF MEETING</b>
<b>PWYLLGOR PENODIADAU</b>	<b>APPOINTMENTS COMMITTEE</b>
<b>DYDD MAWRTH, 27 IONAWR, 2015 am 10 o'r gloch</b>	<b>TUESDAY, 27 JANUARY 2015 at 10.00 am</b>
<b>SIAMBR Y CYNGOR, SWYDDFEYDD Y CYNGOR, LLANGFNI</b>	<b>COUNCIL CHAMBER, COUNCIL OFFICES, LLANGFNI</b>
<b>Swyddog Pwyllgor</b>	<b>Mairwen Hughes 01248 752516 Committee Officer</b>

## **AELODAU / MEMBERS**

Cynghorwyr / Councillors:-

### **Annibynnol / Independent**

H. Eifion Jones, Derlwyn Hughes, T. Victor Hughes, Ieuan Williams (**Cadeirydd/Chair**)

### **Llafur / Labour**

J A Roberts

### **Plaid Cymru / The Party of Wales**

John Griffith, Vaughan Hughes, Carwyn Jones and R G Parry OBE (**Is-Gadeirydd/Vice-Chair**)

### **Grwp Chwyldroad/Revolutionist Group**

Jeff.M.Evans

## **A G E N D A**

**1      DECLARATION OF INTEREST**

**2      MINUTES (Pages 1 - 2)**

To submit, for confirmation, the minutes of the meeting held on 2 December, 2014

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

To consider adoption of the following :-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during discussion on the following items on the ground that they may involve the disclosure of exempt information as defined in Schedule 12A of the said Act and in the attached Public Interest Test.”

**4      APPOINTMENT OF NEW CHIEF EXECUTIVE AND RE-STRUCTURING OF THE SENIOR LEADERSHIP TEAM**

To consider the recommendations of the County Council held on 20 January, 2014.

**5      EXCLUSION OF THE PRESS AND PUBLIC (Pages 5 - 6)**

To consider adopting 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 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      APPOINTMENT OF HEAD OF DEMOCRATIC SERVICES (Pages 7 - 32)**

To consider a report by the Head of Function (Council Business/Monitoring Officer) in relation to the above.

## APPOINTMENTS COMMITTEE

### Minutes of the meeting held on 2<sup>nd</sup> December, 2014

<b>PRESENT:</b>	Councillor Bob Parry OBE – Vice-Chair  Councillor John Griffith, D.R. Hughes, T. Victor Hughes, Vaughan Hughes, H. Eifion Jones, J. Arwel Roberts.
<b>IN ATTENDANCE:</b>	Deputy Chief Executive, Interim Head of Resources & Section 151 Officer, Head of Profession - Human Resources, Committee Officer (MEH).
<b>APOLOGIES:</b>	Councillors Jeff M. Evans, Carwyn Jones.
<b>ALSO PRESENT:</b>	None

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#### 1 DECLARATION OF INTEREST

No declaration of interest received.

#### 2 MINUTES

The minutes of the meeting held on 6 November, 2014 were confirmed.

#### 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 may involve the likely disclosure of exempt information as defined in Paragraph 12 of the said Act and in the attached Public Interest Test.”**

#### 4 STAFF APPOINTMENTS

##### Head of Corporate Finance & Procurement

The Deputy Chief Executive reported that the Appointments Committee held on 6<sup>th</sup> November, 2014 resolved that 7 applicants be put forward to the next stage of the appointment process. The appointment process was outlined as :-

- Stage 1 – Independent assessment of the behavioural competences;
- Stage 2 – Independent industry standard testing of technical competence for the role;
- Stage 3 – An informal ‘meet and greet’ for all candidates with key Officers and Elected Members (not the Appointment Committee).
- Stage 4 – An interview with Officers.

It was reported that following the assessment of candidates at the end of Stage 4, no single candidate achieved the expected level to take them forward to the final Appointment Panel stage.

Following deliberations it was **RESOLVED** :-

- **The Authority engages a specialist headhunting consultant to work with the Authority to attract suitable candidates for the post in the New Year.**
- **To ratify the current Interim Section 151 Officer formally in that post until the appointment of a permanent Section 151 Officer has taken place.**

**COUNCILLOR BOB PARRY OBE  
VICE-CHAIR IN THE CHAIR**

# DDIM I'W GYHOEDDI NOT FOR PUBLICATION

(Ail-strwythuro'r Uwch Dim Rheoli gyda'r golwg ar wneud Arbedion Effeithlonrwydd  
Restructuring of the Senior Management Team with a View to Making Efficiency Savings)

## PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

Paragraff(au) 13 a 15 Paragraph(s) 13 and 15	Atodlen 12A Deddf Llywodraeth Leol 1972 Schedule 12A Local Government Act 1972
<b>Y PRAWF – THE TEST</b>	
<p>Mae yna fudd y cyhoedd wrth ddatgan oherwydd / There is a public interest in disclosure as:-</p> <p>Mae'r mater hwn yn ymwneud â chyllideb y Cyngor, sydd yn arian cyhoeddus, ae mae yna fudd i'r cyhoedd o ran atebolrwydd am wariant yr arian hwnnw, sicrhau tryloywder mewn perthynas â sut mae busnes y Cyngor yn cael ei drefnu a'r strwythur y mae'n ei fabwysiadu i ddarparu'r gwasanaethau, yn cynnwys strwythur y sefylliad staffio.</p> <p>This matter involves the Council's budget, which is public expenditure, and there is a public interest regarding the accountability for spending such monies, ensuring transparency in relation to how Council business is organised and the structure it adopts in discharging its Services, including the staffing establishment structure.</p>	<p>Y budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p>Bydd gwybodaeth mewn perthynas â materion cyflogaeth sensitive yr Awdurdod yn yr adroddiad. Gellir adnabod AElodau unigol o staff yn y cynnwys a materion fydd maes o law yn arwain at drafodaethau a ymgynghoriadau gyda hwy am eu sefyllfa cyflogaeth.</p> <p>Information relating to sensitive employment matters within the Authority will be contained in the report. Individual members of staff can be identified and matters that will in time lead to discussions and consultation with these individuals on their employment situation.</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.	

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# PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

## Penodi Pennaeth y Gwasanaethau Democrataidd / Appointment of the Head of Democratic Services

Paragraff(au) 12 Atodlen 12A Deddf Llywodraeth Leol 1972 Paragraph(s) 12 Schedule 12A Local Government Act 1972	
Y PRAWF – THE TEST	
<p>Mae yna fudd i'r cyhoedd wrth ddatgelu oherwydd / The public interest in disclosing is:-</p> <p><b>Tryloywder a sgrwtini mewn perthynas â defnydd teg a chyson o Bolisiâu Adnoddau Dynol y Cyngor.</b></p> <p>Transparency and scrutiny with regard to the fair and consistent application of the Council's HR Policies.</p>	<p>Y budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p><b>Ni ddylai'r Cyngor dorri ei ymrwymadau statudol a chontractyddol i ddiogelu cyfrinachedd/preifatrwydd aelodau unigol o staff.</b></p> <p><b>Gallai gwneud hyn heb gyfiawnhad cryf arwain at achos o gymryd camau gweithredu yn erbyn y Cyngor na fyddent er budd y cyhoedd.</b></p> <p>The Council should not breach its statutory and contractual obligations to protect confidentiality/privacy of individual members of staff.</p> <p>To do so without compelling justification could lead to a cause of action against the Council which would not be in the public interest.</p>
<p><b>Argymhelliad</b> - Mae'r budd i'r cyhoedd wrth gadw'r eithriad o bwys mwy na'r budd i'r cyhoedd wrth ddatgelu'r wybodaeth.</p> <p><b>Recommendation</b> - The public interest in maintaining the exemption outweighs the public interest in disclosing the information.</p>	

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