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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Mrs Annwen Morgan
Prif Weithredwr—Chief Executive
CYNGOR SIR YNYS MÔN
ISLE OF ANGLESEY COUNTY COUNCIL
Swyddfeydd y Cyngor - Council Offices
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR PENODIADAU	APPOINTMENTS COMMITTEE
DYDD GWENER, 23 EBRILL, 2021 am 1.00 o'r gloch yp	FRIDAY, 23 APRIL 2021 at 1.00 pm
CYFARFOD RHITHIOL	VIRTUAL MEETING
Swyddog Pwyllgor	Mrs Mairwen Hughes 01248 752516 Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Y Grŵp Annibynnol/The Independent Group

Richard A Dew, Ieuan Williams (**Cadeirydd/Chair**)

Plaid Cymru / The Party of Wales

Trevor LI Hughes MBE, Vaughan Hughes, R Meirion Jones, Llinos M Huws, Bob Parry OBE
FRAGS (**Is-gadeirydd/Vice-Chair**)

Annibynnwyr Môn/Anglesey Independents

Kenneth P Hughes, Aled M Jones

Plaid Lafur Cymru/Wales Labour Party

Glyn Haynes

A G E N D A

1 DECLARATION OF INTEREST

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

2 MINUTES (Pages 1 - 4)

To submit, for confirmation, the minutes of the following meetings:-

- 10 March, 2021
- 17 March, 2021

3 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 12A of the said Act and in the attached Public Interest Test.”

4 STAFF APPOINTMENTS (Pages 7 - 68)

Head of Regulation and Economic Development

To consider the applications for the above post.

Copies of the Job Description, Person Specification and application forms are enclosed.

APPOINTMENTS COMMITTEE

Minutes of the virtual meeting held on 10 March 2021

- PRESENT:** Councillor Ieuan Williams (Chair)
Councillor Robert G Parry OBE FRAGS (Vice-Chair)
- Councillors R Dew, Glyn Haynes, T LI Hughes MBE, K P Hughes,
Vaughan Hughes, Llinos Medi Huws and R Meirion Jones.
- IN ATTENDANCE:** Chief Executive,
Head of Profession (Human Resources) and Transformation,
Human Resources Manager (CW),
Committee Officer (MEH).
- APOLOGIES:** Councillor A M Jones
- ALSO PRESENT:** None
-

1 DECLARATION OF INTEREST

None received.

2 MINUTES

The minutes of the meeting held on 17 February, 2021 were confirmed as correct.

3 EXCLUSION OF THE PRESS AND PUBLIC

It was **RESOLVED:-**

“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 12A of the said Act and in the attached Public Interest Test.”

4 STAFF APPOINTMENTS

Director of Social Services

1 shortlisted applicant was put forward for consideration by the Appointments Committee as potential appointee to the role of Director of Social Services.

The candidate provided a presentation, answered questions on the presentation, and then answered a series of questions from Committee Members. Feedback was provided by the Chief Executive and the Head of Profession (Human Resources) and Transformation on the assessment process which included psychometric testing and a professional interview undertaken by the Chief Executive and Head of Profession (Human Resources) and Transformation.

Following the formal interview, the Appointments Committee **RESOLVED to appoint Mr Fôn Roberts to the above post.**

**COUNCILLOR IEUAN WILLIAMS
CHAIR**

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APPOINTMENTS COMMITTEE

Minutes of the virtual meeting held on 17 March 2021

PRESENT:	Councillor Ieuan Williams (Chair) Councillor Bob Parry OBE FRAGS (Vice-Chair) Councillors R Dew, Glyn Haynes, T LI Hughes MBE, K P Hughes, Linos Medi Huws, A M Jones and R Meirion Jones.
IN ATTENDANCE:	Chief Executive, Head of Profession (Human Resources) and Transformation, Human Resources Manager (CW), Committee Officer (MEH).
APOLOGIES:	None
ALSO PRESENT:	None

1 DECLARATION OF INTEREST

None received.

2 EXCLUSION OF THE PRESS AND PUBLIC

It was RESOLVED:-

“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 12A of the said Act and in the attached Public Interest Test.”

3 STAFF APPOINTMENTS

Head of Regulation and Economic Development

The Chief Executive reported that in accordance with the recommendation of the full Council held on 2 February 2021 the post of Head of Regulation and Economic Development was advertised on the 12 February 2021 until the 1 March 2021.

The Chief Executive said that as per standard recruitment practice an independent short list was formed based on the information included within the applications, and recommended a shortlist of applicants that meet the required threshold to be interviewed. It was recommended that the Appointments Committee follow the same process that has been followed with a number of recent senior appointments which is a three step approach of :-

- External interview with Gatenby Sanderson based on a psychometric testing process for all shortlisted candidates;
- Professional Interview to be held between the Chief Executive, Deputy Chief Executive and Head of Profession HR as a way of confirming the accuracy of the application form;
- Interview with the Appointments Committee, to make a decision on which applicant if any is selected following consideration of all two previous steps which will be presented in a report prior to the formal interview with the committee.

It was **RESOLVED** that the recommendation of the Chief Executive regarding the shortlist and three step process be supported unanimously as noted in the report presented to the Committee on the matter.

4 EXCLUSION OF THE PRESS AND PUBLIC

It was **RESOLVED:-**

“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 12A of the said Act and in the attached Public Interest Test.”

5 STAFF APPOINTMENTS

Post of Head of Adult Services

The Head of Profession (Human Resources) and Transformation reported that there has been a temporary arrangements in place since June 2020 to support the Interim Director of Social Services. With the permanent appointment to the post of Director of Social Services it is now timely to fill the post of Head of Adults Services on a permanent basis. The post will also be the Deputy Director of Social Services.

It was RESOLVED unanimously to advertise the post of Head of Adults Services and Deputy Director of Social Services, following the usual Council practice of advertising the post on the website through a dedicated microsite for a period of 3 weeks without the use of any other publication.

**COUNCILLOR IEUAN WILLIAMS
CHAIR**

PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

(Teitl yr Adroddiad/Title of Report) Staff Appointments

Paragraff(au) Llywodraeth Leol 1972 Paragraph(s) 12, 13, 14 Act 1972	Atodlen 12A Deddf Schedule 12A Local Government
Y PRAWF – THE TEST	
<p>Mae yna fudd y cyhoedd wrth ddatgelu oherwydd / There is a public interest in disclosure as:-</p> <p>Mae hwn yn fater sy'n effeithio ar strwythur rheoli'r Cyngor ac, fel y cyfryw, mae gan y cyhoedd ddiddordeb uniongyrchol mewn cael eu hysbysu am faterion sy'n ymwneud â darparu, cost ac effeithionrwydd gwasanaethau yn cynnwys arbedion sy'n ymwneud â'r rheini.</p> <p>This is a matter which affects the Council's management structure and , as such, the public has a direct interest in being informed about matters which relate to the delivery, cost and efficiency of services including savings relating thereto.</p>	<p>Budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p>Mae yna ddisgwyliad cyfreithiol y bydd materion sy'n ymwneud â gweithwyr unigol y Cyngor yn cael eu trin yn gyfrinachol. Mae gan y Cyngor ddyletswyd o ymddiriedaeth a hyder mewn perthynas â'i ymwneud â'i staff ac mae'r wybodaeth yn yr adroddiad sydd ynghlwm. Mae i'r adroddiad oblygiadau cyflogaeth i'r swyddogion sy'n cael eu heffeithio ac fe all toriad dianghenriad mewn cyfrinached adael y Cyngor, fel cyflogwr, yn agored i gamau cyfreithiol.</p> <p>There is a legal expectation that matters relating to individual employees of the Council are to be treated confidentially. The Council has a duty of trust and confidence in relation to its dealings with its staff and the information in the attached report. This report has employment implications for those Officers affected and any unnecessary breach of confidentiality may leave the Council, as employer, open to legal action.</p>
<p>Argymhelliad - Mae budd y cyhoedd wrth gadw'r eithriad o bwys mwy na/llai na* budd y cyhoedd wrth ddatgelu'r wybodaeth. [* - dilêwch y geiriau amherthnasol] Recommendation - The public interest in maintaining the exemption outweighs/does not outweigh* the public interest in disclosing the information. [* - delete as appropriate]</p>	

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By virtue of paragraph(s) 12, 13, 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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