

# Public Document Pack



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

Mr Dylan Williams  
Prif Weithredwr—Chief Executive  
CYNGOR SIR YNYS MÔN  
ISLE OF ANGLESEY COUNTY COUNCIL  
Swyddfeydd y Cyngor - Council Offices  
LLANGFNI  
Ynys Môn - Anglesey  
LL77 7TW

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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, 29 MAWRTH, 2022 am 10.30 o'r gloch yb</b>	<b>TUESDAY, 29 MARCH 2022 at 10.30 am</b>
<b>CYFARFOD RHITHIOL</b>	<b>VIRTUAL MEETING</b>
<b>Swyddog Pwyllgor</b>	<b>Mrs Mairwen Hughes 01248 752516 Committee Officer</b>

## **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 - 2)

To submit, for confirmation, the minutes of the meeting held on 4 March, 2022.

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

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 5 - 12)

**Deputy Chief Executive**

- To consider the application for the above post.

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

- To submit a report by the Head of Profession (Human Resources) and Transformation.

**5     EXCLUSION OF THE PRESS AND PUBLIC** (Pages 13 - 14)

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.”**

**6     INTERIM - HEAD OF DEMOCRATIC SERVICES** (Pages 15 - 18)

To submit a report by the Head of Profession (Human Resources) and Transformation.

## APPOINTMENTS COMMITTEE

### Minutes of the virtual meeting held on 4 March 2022

- PRESENT:** Councillor Ieuan Williams (Chair)  
Councillor Bob 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:** Deputy Chief Executive,  
Head of Profession (Human Resources) and Transformation,  
Human Resources Manager (CW),  
Human Resources Officer (NH),  
Committee Officer (MEHA).
- APOLOGIES:** Councillor A M Jones
- ALSO PRESENT:** None
- 

#### 1 DECLARATION OF INTEREST

Councillor R Meirion Jones declared a personal interest as he knew one of the applicants, following legal advice he was able to take part in the meeting.

#### 2 MINUTES

The minutes of the meeting held on 18 February, 2022 were confirmed as correct.

The Head of Profession (Human Resources) and Transformation reported that the successful applicant for the post of Head of Democratic Services had declined the post due to personal circumstances.

Due to the sensitive issues discussed the Committee resolved to exclude the press and public from the meeting.

The Head of Profession (Human Resources) and Transformation reported that as the post of Head of Democratic Services is still vacant a report is currently being produced as regards to the options and next steps to be taken as regards to this post.

#### 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

##### Deputy Chief Executive

The Head of Profession (Human Resources) and Transformation reported that in accordance with the recommendation of the Appointments Committee held on 27 January, 2022 the Deputy Chief Executive post was advertised externally on the 28 January, 2022 until the 21 February, 2022. She further reported that as a result of an independent shortlist analysis by HR Officers, it was recommend that the Committee identifies the candidate/s to be interviewed.

It was recommended that the Appointments Committee follow the process of:-

- An independent psychometric assessment be undertaken by a trained and qualified psychologist of the behavioural competencies of the individual, identifying any risks that the Appointments Committee may wish to consider prior to making their appointment decision;
- A scenario assessment to test breadth and depth of knowledge in relation to the post;
- A professional interview with the Deputy Chief Executive, a member of the Senior Leadership Team who has not applied for the post and the Head of Profession (Human Resources) and Transformation;
- A MTQ48 assessment in relation to mental toughness and resilience;
- All outcomes from the testing process prior to the final interview will be shared with the Appointments Committee to inform their final selection.

**It was RESOLVED that the Officer recommendations for shortlist be accepted and the process for recruitment as outlined above be supported.**

**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><b>Argymhelliad</b> - 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]  <b>Recommendation</b> - 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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