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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
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR PENODIADAU	APPOINTMENTS COMMITTEE
DYDD GWENER, 17 MEHEFIN, 2022 am 1.00 o'r gloch yp	FRIDAY, 17 JUNE 2022 at 1.00 pm
CYFARFOD RHITHIOL	VIRUTAL MEETING
Swyddog Pwyllgor	Mrs Mairwen Hughes 01248 752516 Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Y Grŵp Annibynnol/The Independent Group

Gwilym O Jones, Ieuan Williams

Plaid Cymru / The Party of Wales

Trevor LI Hughes MBE, Llinos Medi, Carwyn Jones, Gary Pritchard, Margaret M Roberts, Alwen P Watkin, Robin Williams.

Annibynnwyr Môn/Anglesey Independents

Douglas M Fowlie, Paul Ellis

Plaid Lafur Cymru/Wales Labour Party

Glyn Haynes

A G E N D A

1 ELECTION OF CHAIRPERSON

To elect a Chairperson for the Appointments Committee.

2 ELECTION OF VICE-CHAIRPERSON

To elect a Vice-Chairperson for the Appointments Committee.

3 DECLARATION OF INTEREST

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

4 MINUTES (Pages 1 - 2)

To submit, for confirmation, the minutes of the meeting held on 29 March, 2022.

5 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.”

6 HEAD OF DEMOCRATIC SERVICES (Pages 5 - 12)

To submit a report by the Director of Function (Council Business)/Monitoring Officer and the Head of Profession (Human Resources) and Transformation.

7 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.”

8 STAFF APPOINTMENTS (Pages 15 - 22)

Director of Education, Skills and Young People

- To consider the applications for the above post.

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

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

APPOINTMENTS COMMITTEE

Minutes of the virtual meeting held on 29 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 and R Meirion Jones.
- IN ATTENDANCE:** Chief Executive,
Head of Profession (Human Resources) and Transformation,
Interim Corporate Director (Council Business)/Monitoring Officer (for item 6 only);
Human Resources Manager (CW),
Human Resources Officer (NH),
Committee Officer (MEH).
- APOLOGIES:** Councillors Llinos Medi Huws and A M Jones.
- ALSO PRESENT:** None
-

1 DECLARATION OF INTEREST

Councillor R Meirion Jones declared a personal interest as he knew the applicant but following legal advice he was able to take part in the meeting.

2 MINUTES

The minutes of the meeting held on 4 March, 2022 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

Deputy Chief Executive

The Head of Profession (Human Resources) and Transformation and the Human Resources Manager reported that in accordance with the recommendation of the Appointments Committee held on 4 March, 2022 a shortlist was compiled and thereafter a five step recruitment process as agreed within the Appointments Committee as follows:-

- A psychometric tests and follow up interview;
- An MTQ48 assessment in relation to mental toughness and resilience;
- A scenario assessment test breadth and depth knowledge in relation to the post;
- A professional interview with the Chief Executive, the former Chief Executive of Ceredigion Council and the Head of Profession (Human Resources) and Transformation;
- Formal interview with the Appointments Committee.

Following the formal interview, the Appointments Committee **RESOLVED** :-

- **to appoint Mr Rhys Howard Hughes to the post of Deputy Chief Executive;**
- **that the Human Resources Service to advertise the post of Director of Education, Skills and Young People following the normal Human Resources Senior Recruitment processes for a period of 3 weeks.**

5 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.”

6 INTERIM - HEAD OF DEMOCRATIC SERVICES

Submitted – a report by the Head of Profession (Human Resources) and Transformation in respect of the interim arrangements as regards to the post of Head of Democratic Services.

It was RESOLVED:-

- **That the Deputy Chief Executive role to be temporarily amended to include the statutory functions of the Head of Democratic Services in accordance with the Local Government (Wales) Measure 2011, and Governance Measures Wales 2021, but subject to the condition that, whilst undertaking the statutory functions of this role, they cannot exercise the powers delegated to or act as the Chief Executive under paragraph 3.5.3.2.10 of the Constitution;**
- **That a temporary position of Democratic Services Business Manager be created and advertised as per the normal HR processes, to provide support and management for the remainder of the current democratic unit;**
- **An options appraisal report will follow on the long term future of the statutory democratic responsibility and the current democratic unit structure.**

**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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