

# 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)
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### 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 19<sup>th</sup> 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 1<sup>st</sup> 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**