

Public Document Pack



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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

Ffôn / tel (01248) 752500
Ffacs / fax (01248) 750839

RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR PENODIADAU	APPOINTMENTS COMMITTEE
DYDD GWENER, 27 CHWEFROR, 2015am 2.00 o'r gloch yp	FRIDAY, 27 FEBRUARY 2015 at 2.00 pm
YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGFNI	COMMITTEE ROOM 1, COUNCIL OFFICES, LLANGFNI
Swyddog Pwyllgor	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 Ll 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 discussed.

2 MINUTES (Pages 1 - 4)

To submit, for confirmation, the minutes of the meeting held on 27 January, 2015.

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

To consider adopting the following :-

“Under Section100(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 Transformation

To consider applications received for the above mentioned post and to select a shortlist of applicants.

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

APPOINTMENTS COMMITTEE

Minutes of the meeting held on 27 January, 2015

- PRESENT:** Councillor Ieuan Williams – Chair
- Councillors John Griffith, D.R. Hughes, T. Victor Hughes, Vaughan Hughes, H. Eifion Jones, Bob Parry OBE, J. Arwel Roberts.
- IN ATTENDANCE:** Chief Executive,
Head of Profession – Human Resources,
Interim Head of Function (Resources)/S151 Officer,
Head of Council Business/Monitoring Officer (In respect of Item 6),
Committee Officer (MEH).
- APOLOGIES:** Councillors Jeff M. Evans, Carwyn Jones.
- ALSO PRESENT:** None
-

1 DECLARATION OF INTEREST

No declaration of interest received.

2 MINUTES

The minutes of the meeting held on 2nd December, 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 APPOINTMENT OF NEW CHIEF EXECUTIVE AND RE-STRUCTURING OF THE SENIOR LEADERSHIP TEAM

The Chief Executive outlined the recommendations of the full County Council held on 20th January, 2015 :-

- That Option 4 within the report is the preferred option;
- To proceed to appoint a new Chief Executive as the Head of Paid Service and the Council's Returning Officer;
- To delegate to the Appointments Committee the responsibility for advertising, assessing candidates, drawing-up a shortlist, interviewing candidates and recommending a qualified individual to be appointed by the full Council;
- To delegate the right to the Appointments Committee to receive external advisory support, if it so wishes, to advice on the assessment process but keeping the costs of such provision to a minimum;
- To seek the opinion and guidance of the Independent Remuneration Panel on the salary structure for the post of Chief Executive;

- That the statutory posts of Section 151 Finance Officer and Monitoring Officer be incorporated within the Senior Leadership Team.

Members of the Committee discussed in detail the recommendations of the full Council. Members gave due consideration to pay structure of the other 21 Welsh Local Authorities. Discussions took place in relation to the advertising of the post of Chief Executive, the assessing of the candidates and receiving advice from an external advisor.

Members of the Committee further deliberated the consequence of the salary of the Deputy Chief Executive in respect of the recommendation of the Executive to provide options for the restructure of the Senior Leadership Team in respect of efficiency savings in the package of proposals for the 2015/16 budget.

Following lengthy deliberations it was **RESOLVED** :-

- **To recommend to the County Council that the salary of the new Chief Executive be £115k to £120k;**
- **That the salary of the Deputy Chief Executive be 90% of the salary of the Chief Executive, with implementation thereof subject to the appropriate HR processes;**
- **That the job description of the post of the new Chief Executive be circulated to the Members of the Appointments Committee and to delegate authority to the Chair of the Appointments Committee to authorise the job description for advertisement if no amendments has been received by the Members;**
- **That the advertisement of the post of new Chief Executive be placed on the Council's website and that a press release be published. The social media be used to advertise the post aswell;**
- **It was agreed that an assessment process be included in the recruitment process and that HR would source advisory support in the assessing of candidates for the post of a new Chief Executive and to delegate authority to the Chair following consultation with the Officers to appoint an external advisor.**

5 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.”

6 APPOINTMENT OF HEAD OF DEMOCRATIC SERVICES

Submitted – a report by the Head of Function (Council Business)/Monitoring Officer in relation to the appointment of the Head of Democratic Services. Under Section 8 of the Local Government (Wales) Measure 2011 the Council must fill the statutory post of 'Head of Democratic Services'.

The function of the Head of Democratic Services was described in the job description and person specification which was attached to the report.

RESOLVED, subject to the designation by the Democratic Services Committee, to formally appoint the current Interim Head of Democratic Services to the permanent position of Head of Democratic Service at a salary as noted in the report.

ADDITIONAL ITEM CERTIFIED AS URGENT BY THE CHAIR (with the Chairman's decision explicitly supported by all Members of the Committee)

7 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.”

8 HEAD OF SERVICE (TRANSFORMATION)

It was noted that the post of Head of Service (Transformation) is still vacant and it is a requirement to fill the post.

RESOLVED that the post of Head of Service (Transformation) be advertised with the requirement as Welsh essential for the post.

**COUNCILLOR IEUAN WILLIAMS
CHAIR**

This page is intentionally left blank

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>	

