

# APPOINTMENTS COMMITTEE

## Minutes of the meeting held on 1 May 2015

- PRESENT:** Councillor Ieuan Williams (Chair)  
Councillor Robert G Parry OBE (Vice-Chair)
- Councillors John Griffith, D R Hughes, Vaughan Hughes, Jeffrey M.Evans and J A Roberts
- IN ATTENDANCE:** Chief Executive,  
Chief Executive Elect,  
Head of Profession – Human Resources,  
Committee Officer (MEH).
- APOLOGIES:** Councillor Victor Hughes, Carwyn Jones and H E Jones
- ALSO PRESENT:** None
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### 1 DECLARATION OF INTEREST

None received.

### 2 MINUTES

The minutes of the meeting held on 27 March, 2015 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 disclosure of exempt information as defined in Paragraph 12 of the said Act and in the attached Public Interest Test.”**

### 4 REVIEW OF THE SENIOR LEADERSHIP TEAM

Submitted – a report by the Chief Executive in relation to the above.

The Chief Executive reported that on 15 December, 2014 he submitted a report to the Executive, at the request of the Council Leader, providing a number of options to be considered for the restructure of the Senior Leadership Team following the decision of the Executive to list a reduction in the Council's senior level management capacity amongst the efficiency savings in the package of proposals for the 2015/16 budget.

It was noted that the Executive had recommended Option 4 to the County Council as the preferred option as fulfilling the objectives and as being achievable for implementation, with a view to commissioning more detailed work to develop the option for consultation with staff. At the meeting of the full Council held on 20<sup>th</sup> January, 2015 it was resolved that Option 4 was the preferred option. A consultation process with staff took place by the Human Resources Department between the 6<sup>th</sup> February and 20<sup>th</sup> February. A synopsis of the consultation response was outlined within the report.

The Chair invited Dr. Gwynne Jones as the recently appointed Chief Executive, who will take up the post on 1<sup>st</sup> June, 2015, to address the meeting in respect of the recommendations contained within the report and to express his perspective on the re-structuring of the Senior Leadership Team. The Chief Executive Elect gave an overview of the corporate expectations that need to be addressed together with the proposals regarding the preferred structure of the Senior Leadership Team for the future.

Following deliberations it was **RESOLVED to recommend to the full County Council :-**

- **That the Senior Leadership Team structure be developed on the basis of two new posts of Assistant Chief Executive;**
- **That the existing structure of Deputy Chief Executive and three Corporate Directors be deleted once the existing structure is in place and appointments made;**
- **That the Hay Group be appointed to develop and evaluate the job descriptions and person specifications of the two Assistant Chief Executive roles, assigning an appropriate salary level;**
- **That the Chief Executive be authorised to ‘sign off’ the finalised job descriptions and person specifications together with salary, with the restriction that the salary should be between £85,000 - £95,000 and be based on external advice;**
- **That adverts for the posts be simultaneously presented for internal and external advert, subject to legal advice;**
- **That the statutory elements associated with Education and Social Services be addressed once the appointment process has been completed.**

**COUNCILLOR IEUAN WILLIAMS  
CHAIR**