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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Dr. Gwynne Jones
Prif Weithredwr—Chief Executive
CYNGOR SIR YNYS MÔN
ISLE OF ANGLESEY COUNTY COUNCIL
Swyddfeydd y Cyngor - Council Offices
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR PENODIADAU	APPOINTMENTS COMMITTEE
DYDD GWENER, 26 MEHEFIN, 2015 am 9.00 o'r gloch	FRIDAY, 26 JUNE 2015 at 9.00 am
YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGFNI	COUNCIL CHAMBER, COUNCIL OFFICES, LLANGFNI
Swyddog Pwyllgor	Mairwen Hughes 01248 752516 Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Annibynnol / Independent

H. Eifion Jones, Derlwyn Hughes, T. Victor Hughes, Ieuan Williams

Llafur / Labour

J A Roberts

Plaid Cymru / The Party of Wales

John Griffith, Vaughan Hughes, Carwyn Jones and R G Parry OBE

Grwp Chwyldroad/Revolutionist Group

Jeff.M.Evans

A G E N D A

1 ELECTION OF CHAIR

To elect a Chair.

2 ELECTION OF VICE-CHAIR

To elect a Vice-Chair.

3 DECLARATION OF INTEREST

To receive any declaration of interest by 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 1 May, 2015.

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 12 of the said Act and in the attached Public Interest Test.”

6 REVIEW OF THE SENIOR LEADERSHIP TEAM (Pages 5 - 10)

To receive a verbal report in relation to the above.

Copy of Job Descriptions and Person Specifications attached.

7 EXCLUSION OF THE PRESS AND PUBLIC (Pages 11 - 12)

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 12 of the said Act and in the attached Public Interest Test.”

8 STAFF APPOINTMENTS

Head of Function (Resources)/Section 151 Officer

To receive a verbal report in respect of the above post.

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
-

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 20th 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 6th February and 20th 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 1st 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**

DDIM I'W GYHOEDDI NOT FOR PUBLICATION

(Ail-strwythuro'r Uwch Dim Rheoli gyda'r golwg ar wneud Arbedion Effeithlonrwydd
Restructuring of the Senior Management Team with a View to Making Efficiency Savings)

PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

Paragraff(au) 13 a 15 Paragraph(s) 13 and 15	Atodlen 12A Deddf Llywodraeth Leol 1972 Schedule 12A Local Government Act 1972
Y PRAWF – THE TEST	
<p>Mae yna fudd y cyhoedd wrth ddatgan oherwydd / There is a public interest in disclosure as:-</p> <p>Mae'r mater hwn yn ymwneud â chyllideb y Cyngor, sydd yn arian cyhoeddus, ae mae yna fudd i'r cyhoedd o ran atebolrwydd am wariant yr arian hwnnw, sicrhau tryloywder mewn perthynas â sut mae busnes y Cyngor yn cael ei drefnu a'r strwythur y mae'n ei fabwysiadu i ddarparu'r gwasanaethau, yn cynnwys strwythur y sefylliad staffio.</p> <p>This matter involves the Council's budget, which is public expenditure, and there is a public interest regarding the accountability for spending such monies, ensuring transparency in relation to how Council business is organised and the structure it adopts in discharging its Services, including the staffing establishment structure.</p>	<p>Y budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p>Bydd gwybodaeth mewn perthynas â materion cyflogaeth sensitive yr Awdurdod yn yr adroddiad. Gellir adnabod AElodau unigol o staff yn y cynnwys a materion fydd maes o law yn arwain at drafodaethau a ymgynghoriadau gyda hwy am eu sefyllfa cyflogaeth.</p> <p>Information relating to sensitive employment matters within the Authority will be contained in the report. Individual members of staff can be identified and matters that will in time lead to discussions and consultation with these individuals on their employment situation.</p>
<p>Mae budd y cyhoedd wrth gadw'r eithriad o bwys mwy na budd y cyhoedd wrth ddatgelu'r wybodaeth The public interest in maintaining the exemption outweighs the public interest in disclosing the information.</p>	

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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>	

