

Public Document Pack



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
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 MERCHER, 31 GORFFENNAF, 2019 am 9.00 o'r gloch yb	WEDNESDAY, 31 JULY 2019 at 9.00 am
YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGFNI	COMMITTEE ROOM 1, COUNCIL OFFICES, LLANGFNI
Swyddog Pwyllgor	Mrs 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

Bryan Owen, Peter Rogers

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 of business.

2 **MINUTES** (Pages 1 - 6)

To submit, for confirmation, the minutes of the following meetings :-

- Minutes of the meeting held on 25 June, 2019
- Minutes of the meeting held on 1 July, 2019

3 **EXCLUSION OF THE PRESS AND PUBLIC** (Pages 7 - 8)

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.”

4 **STAFF APPOINTMENTS** (Pages 9 - 92)

Chief Executive

To consider the applications for the above post.

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

APPOINTMENTS COMMITTEE

Minutes of the meeting held on 25 June 2019

- PRESENT:** Councillor Ieuan Williams (Chair)
Councillor Bob Parry OBE FRAGS (Vice-Chair)
- Councillors R Dew, Glyn Haynes, T LI Hughes MBE,
Vaughan Hughes, Llinos Medi Huws, R Meirion Jones,
Bryan Owen and P S Rogers.
- IN ATTENDANCE:** Chief Executive,
Head of Profession Human Resources and Transformation,
Senior Human Resources Officer (DJ),
Committee Officer (MEH).
- APOLOGIES:** None
- ALSO PRESENT:** None
-

1 DECLARATION OF INTEREST

The Head of Profession Human Resources and Transformation declared an interest in Item 4 – Restructure of Senior Management and left the meeting during discussion and voting thereon.

2 MINUTES

The minutes of the meeting held on 30 May, 2019 were confirmed.

3 EXCLUSION OF THE PRESS AND PUBLIC

It was **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 12A of the said Act and in the attached Public Interest Test.”

4 RESTRUCTURE OF SENIOR MANAGEMENT

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

The Senior Human Resources Officer gave an update report on the outcome of the process as regards to the Senior Management restructure. She said that the completion of the review of the senior management structure will be reported to the next meeting of this Committee to be held on 1 July, 2019. All the job descriptions within the Senior Management structure were evaluated in accordance with the

Local Government Association (LGA) Job Evaluation Scheme for Senior Officers and externally validated by the LGA. The scores were then translated into a salary structure, which was reviewed by LGA prior to submission to the Independent Remuneration Panel for Wales.

Following deliberations it was **RESOLVED:-**

- **To designate the post of the current Head of Function (Resources)/Section 151 Officer to Director of Resources/Section 151 Officer;**
- **That an update report be submitted to the next meeting of the Appointments Committee to be held on 1 July, 2019 following completion of the review of the senior management structure.**

5 EXCLUSION OF THE PRESS AND PUBLIC

It was **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 12A of the said Act and in the attached Public Interest Test.”

6 STAFF APPOINTMENTS

Director of Education, Skills and Young People

3 applications received for the above post.

It was **RESOLVED** that **2 applications be put forward to the next stage of the appointments process.**

7 EXCLUSION OF THE PRESS AND PUBLIC

It was **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 12A of the said Act and in the attached Public Interest Test.”

8 ANY FURTHER POSTS TO BE ADVERTISED

The Head of Profession Human Resources and Transformation gave a verbal report in respect of the above.

It was **RESOLVED** to give delegated authority to the Leader of the Council, the relevant Portfolio Holder and the Head of Profession Human Resources and Transformation to discuss as to the appropriate time to advertise the post as discussed at the meeting.

**COUNCILLOR IEUAN WILLIAMS
CHAIR**

This page is intentionally left blank

APPOINTMENTS COMMITTEE

Minutes of the meeting held on 1 July 2019

- PRESENT:** Councillor Ieuan Williams (Chair)
Councillor Bob Parry OBE FRAGS (Vice-Chair)
- Councillors Richard A Dew, Glyn Haynes, T LI Hughes MBE,
Vaughan Hughes, Llinos Medi Huws, R.Meirion Jones,
Bryan Owen and P S Rogers.
- IN ATTENDANCE:** Chief Executive,
Head of Profession Human Resources and Transformation,
Senior Human Resources Officer (DJ),
Committee Officer (MEH).
- APOLOGIES:** None
- ALSO PRESENT:** None
-

1 **DECLARATION OF INTEREST**

None received.

2 **EXCLUSION OF THE PRESS AND PUBLIC**

It was **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 12A of the said Act and in the attached Public Interest Test.”

3 **RESTRUCTURE OF SENIOR MANAGEMENT**

The Head of Profession Human Resources and Transformation reported that the negotiations with relevant staff as regards to the restructure of the Senior Management has now been completed and the new structure will be implemented as from the date of this meeting.

It was RESOLVED to implement the new Senior Management structure as from the 1st July, 2019.

4 EXCLUSION OF THE PRESS AND PUBLIC

It was **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 12A of the said Act and in the attached Public Interest Test.”

5 STAFF APPOINTMENTS

Director of Education, Skills and Young People

2 applicants were put forward for interview following feedback from the appointments process.

Following interview it was **RESOLVED** to appoint **Mr Rhys H Hughes** to the above post from a date to be agreed.

6 EXCLUSION OF THE PRESS AND PUBLIC

It was **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 12A of the said Act and in the attached Public Interest Test.”

7 ANY FURTHER POSTS TO BE ADVERTISED

The Chair reported that the Chief Executive has submitted his intention to retire from his post in October.

It was **RESOLVED** to authorise the relevant Officer's to advertise the post of **Chief Executive**

**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>	

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13, 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13, 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13, 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 12, 13, 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank