

Public Document Pack



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Mrs Annwen Morgan
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 MAWRTH, 23 TACHWEDD, 2021 am 10.30 o'r gloch yp	TUESDAY, 23 NOVEMBER 2021 at 10.30 am
CYFARFOD RHITHIOL (AR HYN O BRYD NID OES MODD I'R CYHOEDD FYNCHU'R CYFARFOD)	VIRTUAL MEETING (AT PRESENT MEMBERS OF THE PUBLIC ARE UNABLE TO ATTEND)
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

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 of business.

2 MINUTES (Pages 1 - 2)

To submit, for confirmation, the minutes of the meeting held on 5 November, 2021.

3 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 include 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 5 - 50)

Head of Democratic Services

- To consider the applications for the above post.

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

- To submit a report by the Director of Function (Council Business)/Monitoring Officer.

APPOINTMENTS COMMITTEE

Minutes of the virtual meeting held on 5 November 2021

- PRESENT:** Councillor Ieuan Williams (Chair)
Councillor Bob Parry OBE FRAGS (Vice-Chair)
- Councillors R Dew, Glyn Haynes, T LI Hughes MBE, K P Hughes, A M Jones and R Meirion Jones.
- IN ATTENDANCE:** Chief Executive,
Director of Function (Council Business)/Monitoring Officer,
Head of Profession (Human Resources) and Transformation,
Human Resources Manager (CW),
Committee Officer (MEH).
- APOLOGIES:** Councillors Vaughan Hughes and Llinos Medi Huws.
- ALSO PRESENT:** None
-

1 DECLARATION OF INTEREST

Councillor K P Hughes declared a personal interest as he knew one of the applicants, following legal advice he said that as the applicant is not a close personal contact he was able to take part in the meeting.

2 MINUTES

The minutes of the following meetings were confirmed as correct:-

- Minutes of the meeting held on 12 October, 2021.
- Minutes of the meeting held on 21 October, 2021, subject to the inclusion that the arrangements for the professional interview will be discussed at the next meeting.

3 EXCLUSION OF THE PRESS AND PUBLIC

It was **RESOLVED:-**

“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

Head of Democratic Services

The Director of Function (Council Business)/Monitoring Officer reported that in accordance with the recommendation of the Appointments Committee held on 12 October, 2021 the post of Head of Democratic Services was re-advertised on the 15 October, 2021 until the 29 October, 2021. She further reported that as a result of an independent shortlist analysis

by two HR Officers, it was recommend that the Committee identifies the candidates to be interviewed.

It was recommend that the Appointments Committee follow the same process that has been followed with a number of recent senior appointments which is a three step approach of :-

- Professional Interview to be held between the shortlisted candidate/s and the Chief Executive, Director of Function (Council Business)/Monitoring Officer and the Head of Profession HR.
- Shortlisted candidates to undergo external interviews with Gatenby Sanderson based on a psychometric testing process.
- Appointment Committee to conduct formal interviews with the shortlisted candidate/s and to make a selection decision following consideration of a verbal report on the professional interviews and psychometric testing process.

It was RESOLVED that candidates 1, 3 and 5 be put forward for interview and that this be done following the three step process outlined above.

**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