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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Mr Dylan J. Williams
Prif Weithredwr—Chief Executive
CYNGOR SIR YNYS MÔN
ISLE OF ANGLESEY COUNTY COUNCIL
Swyddfeydd y Cyngor - Council Offices
LLANGFNI
Ynys Môn - Anglesey
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR PENODIADAU	APPOINTMENTS COMMITTEE
DYDD LLUN, 1 RHAGFYR, 2025 am 10.00 o'r gloch yb	MONDAY, 1 DECEMBER 2025 at 10.00 am
CYFARFOD HYBRID – YSTAFELL BWYLLGOR, SWYDDFEYDD Y CYNGOR, LLANGFNI AC YN RHITHIOL DRWY ZOOM	HYBRID MEETING – COMMITTEE ROOM, COUNCIL OFFICES, LLANGFNI AND VIRTUALLY THROUGH ZOOM
Swyddog Pwyllgor	Mrs Mairwen Hughes 01248 752518 Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Y Grŵp Annibynnol/The Independent Group

Ieuan Williams (Is-gadeirydd/Vice-Chair)

Plaid Cymru / The Party of Wales

Carwyn Jones, Dyfed W Jones, Gary Pritchard (**Cadeirydd/Chair**), Margaret M Roberts, Alwen P Watkin, Robin Williams, (Sedd Wag/Vacant Seat)

Annibynnwyr Môn/Anglesey Independents

Pau Ellis, Kenneth P Hughes, Aled Morris Jones

Plaid Lafur Cymru/Wales Labour Party

Glyn Haynes

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A G E N D A

1 APOLOGIES

2 DECLARATION OF INTEREST

To receive any declaration of interest by any Member or Officer in respect of any item of business.

3 MINUTES (Pages 1 - 2)

To submit, for confirmation, the minutes of the previous meeting held on 28 October, 2025.

4 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 12A of the said Act and in the attached Public Interest Test.”

5 STAFF APPOINTMENTS (Pages 5 - 120)

- **Head of Human Resources, Communication and Customer Experience**

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 Chief Executive.

6 STAFF APPOINTMENTS (Pages 121 - 260)

- **Head of Digital, Performance and Modernisation**

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 Chief Executive.

APPOINTMENTS COMMITTEE

Minutes of the hybrid meeting held on 28 October 2025

PRESENT: Councillor Gary Pritchard (Chair)
Councillor Ieuan Williams (Vice-Chair)

Councillors Paul Ellis, Glyn Haynes, Kenneth Hughes,
Carwyn Jones, Dyfed Wyn Jones, Margaret Murley Roberts,
Alwen Pennant Watkin and Robin Williams

IN ATTENDANCE: Chief Executive,
Head of Profession (Human Resources) and Transformation,
Committee Officer (MEH)

APOLOGIES: Councillors Trefor LI Hughes MBE and Aled Morris Jones

1 ELECTION OF CHAIRPERSON

Councillor Gary Pritchard was elected Chairperson for the Appointments Committee.

2 ELECTION OF VICE-CHAIRPERSON

Councillor Ieuan Williams was elected Vice-Chairperson for the Appointments Committee.

3 APOLOGIES

As noted above.

4 DECLARATION OF INTEREST

No declaration of interest received.

5 MINUTES

The minutes of the previous meeting held on 22 January, 2025 were confirmed as correct.

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 STAFF APPOINTMENTS

The report of the Chief Executive was presented for the Committee’s consideration.

The Chair said that the Head of Profession (Human Resources) and Transformation has resigned from her role and is leaving the Authority at the end of 2025. The scope of the current role is broad in terms of strategic direction for an array of key functions within the Council which includes Human Resources, Information Technology, Transformation, Performance and Corporate Planning, Communications and Cyswllt Môn as the main contact centre of the Council. Following consideration of various options for filling the post it was proposed that two Heads of Service roles would be created to share the current responsibilities which are :-

- Head of Human Resources, Communication and Customer Experience
- Head of Digital, Performance and Modernisation

It was RESOLVED :-

- **To advertise both posts externally for the period of 3 weeks, subject to confirmation of funding available for the two posts;**
- **That the title of the post of Head of Human Resources, Communication and Customer Services be amended to Head of Human Resources, Communication and Customer Experience;**
- **That the standard process undertaken by the Council be followed for evaluating the statutory process of evaluating the different characteristics of applications for senior posts that are consistent and relevant to external advertisement as noted within the report.**
- **That individuals included on the shortlist must pass the threshold for each element of the recruitment process before progressing for final interview by the Appointments Committee.**

**COUNCILLOR GARY PRITCHARD
CHAIR**

PRAWF BUDD Y CYHOEDD

PUBLIC INTEREST TEST

(Teitl yr Adroddiad/Title of Report) Apwyntiadau Staff / Staff Appointments

Paragraff(au) Atodlen 12A Deddf Llywodraeth Leol 1972

Paragraph(s) 12, 13, 14 Schedule 12A Local Government Act 1972

Y PRAWF – THE TEST

Mae yna fudd y cyhoedd wrth ddatgelu oherwydd / There is a public interest in disclosure as:-

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.

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.

Budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-

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.

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.

Argymhelliad - Mae budd y cyhoedd wrth gadw'r eithriad o bwys mwy na budd y cyhoedd wrth ddatgelu'r wybodaeth.

Recommendation - The public interest in maintaining the exemption outweighs the public interest in disclosing the information.

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