

APPOINTMENTS COMMITTEE

Minutes of the virtual meeting held on 4 March 2022

- PRESENT:** Councillor Ieuan Williams (Chair)
Councillor Bob Parry OBE FRAGS (Vice-Chair)
- Councillors R Dew, Glyn Haynes, T LI Hughes MBE, K P Hughes, Vaughan Hughes, Llinos Medi Huws and R Meirion Jones
- IN ATTENDANCE:** Deputy Chief Executive,
Head of Profession (Human Resources) and Transformation,
Human Resources Manager (CW),
Human Resources Officer (NH),
Committee Officer (MEHA).
- APOLOGIES:** Councillor A M Jones
- ALSO PRESENT:** None
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1 DECLARATION OF INTEREST

Councillor R Meirion Jones declared a personal interest as he knew one of the applicants, following legal advice he was able to take part in the meeting.

2 MINUTES

The minutes of the meeting held on 18 February, 2022 were confirmed as correct.

The Head of Profession (Human Resources) and Transformation reported that the successful applicant for the post of Head of Democratic Services had declined the post due to personal circumstances.

Due to the sensitive issues discussed the Committee resolved to exclude the press and public from the meeting.

The Head of Profession (Human Resources) and Transformation reported that as the post of Head of Democratic Services is still vacant a report is currently being produced as regards to the options and next steps to be taken as regards to this post.

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

Deputy Chief Executive

The Head of Profession (Human Resources) and Transformation reported that in accordance with the recommendation of the Appointments Committee held on 27 January, 2022 the Deputy Chief Executive post was advertised externally on the 28 January, 2022 until the 21 February, 2022. She further reported that as a result of an independent shortlist analysis by HR Officers, it was recommend that the Committee identifies the candidate/s to be interviewed.

It was recommended that the Appointments Committee follow the process of:-

- An independent psychometric assessment be undertaken by a trained and qualified psychologist of the behavioural competencies of the individual, identifying any risks that the Appointments Committee may wish to consider prior to making their appointment decision;
- A scenario assessment to test breadth and depth of knowledge in relation to the post;
- A professional interview with the Deputy Chief Executive, a member of the Senior Leadership Team who has not applied for the post and the Head of Profession (Human Resources) and Transformation;
- A MTQ48 assessment in relation to mental toughness and resilience;
- All outcomes from the testing process prior to the final interview will be shared with the Appointments Committee to inform their final selection.

It was RESOLVED that the Officer recommendations for shortlist be accepted and the process for recruitment as outlined above be supported.

**COUNCILLOR IEUAN WILLIAMS
CHAIR**