

# **APPOINTMENTS COMMITTEE**

## **Minutes of the virtual meeting held on 29 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 and R Meirion Jones.
- IN ATTENDANCE:** Chief Executive,  
Head of Profession (Human Resources) and Transformation,  
Interim Corporate Director (Council Business)/Monitoring Officer (for item 6 only);  
Human Resources Manager (CW),  
Human Resources Officer (NH),  
Committee Officer (MEH).
- APOLOGIES:** Councillors Llinos Medi Huws and 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 the applicant but following legal advice he was able to take part in the meeting.

### **2 MINUTES**

The minutes of the meeting held on 4 March, 2022 were confirmed as correct.

### **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 and the Human Resources Manager reported that in accordance with the recommendation of the Appointments Committee held on 4 March, 2022 a shortlist was compiled and thereafter a five step recruitment process as agreed within the Appointments Committee as follows:-

- A psychometric tests and follow up interview;
- An MTQ48 assessment in relation to mental toughness and resilience;
- A scenario assessment test breadth and depth knowledge in relation to the post;
- A professional interview with the Chief Executive, the former Chief Executive of Ceredigion Council and the Head of Profession (Human Resources) and Transformation;
- Formal interview with the Appointments Committee.

Following the formal interview, the Appointments Committee **RESOLVED :-**

- **to appoint Mr Rhys Howard Hughes to the post of Deputy Chief Executive;**
- **that the Human Resources Service to advertise the post of Director of Education, Skills and Young People following the normal Human Resources Senior Recruitment processes for a period of 3 weeks.**

## **5 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.”**

## **6 INTERIM - HEAD OF DEMOCRATIC SERVICES**

Submitted – a report by the Head of Profession (Human Resources) and Transformation in respect of the interim arrangements as regards to the post of Head of Democratic Services.

**It was RESOLVED:-**

- **That the Deputy Chief Executive role to be temporarily amended to include the statutory functions of the Head of Democratic Services in accordance with the Local Government (Wales) Measure 2011, and Governance Measures Wales 2021, but subject to the condition that, whilst undertaking the statutory functions of this role, they cannot exercise the powers delegated to or act as the Chief Executive under paragraph 3.5.3.2.10 of the Constitution;**
- **That a temporary position of Democratic Services Business Manager be created and advertised as per the normal HR processes, to provide support and management for the remainder of the current democratic unit;**
- **An options appraisal report will follow on the long term future of the statutory democratic responsibility and the current democratic unit structure.**

**COUNCILLOR IEUAN WILLIAMS  
CHAIR**