

# Chief Officer Appointments Panel

Monday 7 July 2014

## PRESENT:

Councillor Mrs Aspinall, in the Chair.

Councillors Mrs Bowyer (substitute for Councillor Bowyer), Coker (substitute for Councillor Evans), Darcy (substitute for Councillor P Nicholson), K Foster (substitute for Councillor Mrs Pengelly), Lowry and McDonald (substitute for Councillor P Smith).

Apologies for absence: Councillors Bowyer, Evans, P Nicholson, Mrs Pengelly and P Smith.

Also in attendance: Judith Shore (Democratic and Member Services Manager) (Part I only) and Bernadette Smith (Senior HR Adviser).

The meeting started at 3.30 pm and finished at 4.45 pm.

*Note: At a future meeting, the Panel will consider the accuracy of these draft minutes, so they may be subject to change. Please check the minutes of that meeting to confirm whether these minutes have been amended.*

## 22. ELECTION OF CHAIR

Agreed that Councillor Mrs Aspinall is elected Chair for the meeting.

## 23. CORRECTION OF APPROVED MINUTES

The Democratic and Member Support Manager advised Members that the minutes of the meeting held on 13 June 2014 stated that the minutes of the meeting held on 13 June (i.e. the same day) had been agreed. This was a drafting error – the minutes of the meeting held on 15 May (which had been included in the agenda) should have been agreed.

Agreed that the minutes of the meeting held on 13 June be referenced accordingly, in order to ensure an accurate audit trail.

## 24. DECLARATIONS OF INTEREST

There were no declarations of interest made by councillors in accordance with the code of conduct in relation to items under consideration at the meeting.

## 25. CHAIR'S URGENT BUSINESS

The Chair advised that this item would be considered after agenda item 6 (Exempt business) as the information to be put before the Panel would be exempt and the press and public excluded from the meeting.

26. **MINUTES**

Agreed the minutes of the meeting held on 25 June 2014, which were tabled at the meeting.

27. **EXEMPT BUSINESS**

Agreed that under Section 100(A)(4) of the Local Government Act, 1972, the press and public are excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph I of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

28. **CHAIR'S URGENT BUSINESS**

Members were advised of the reason for Chair's Urgent Business and thanked for their consideration.

Members were asked to consider 2 senior roles and provide a view on whether these could be suitable alternative employment for a Chief Officer at risk of redundancy as a result of the Senior Management Restructure.

An update on the situation so far was provided.

Members were reminded about Plymouth City Council's duty to seek suitable alternative employment for eligible employees at risk of redundancy and provided with details of what is considered suitable alternative employment.

The roles considered were Strategic Director for Transformation and Change and Assistant Director Street Services. Whilst both roles were the subject of an external recruitment process, Members were advised that at, any point before the roles were offered to other individuals, they were available for redeployment.

Members were advised that further redeployment opportunities would be sought for the individual at risk of redundancy and, if further information was received, this would be presented to at a future meeting of the Appointment Panel.

Members agreed that –

- (a) the Transformation and Change role was not considered as suitable alternative employment for the candidate, taking into consideration the criteria that could not be evidenced and the timescales for delivery of the transformation work;
- (b) the Street Services role was not considered as suitable alternative employment for the candidate, taking into consideration that some criteria could not be evidenced and there were concerns about the level of training that would be required.

29. **STRATEGIC DIRECTOR FOR TRANSFORMATION AND CHANGE (E2)**

Members were joined by Jonathan Clarke (Berwick Partners) via telephone.

The Panel, having considered the CVs and supporting information, shortlisted the candidates who met the criteria for interview for the post of Strategic Director for Transformation and Change.

Agreed that the candidates numbered A1, A2, A5 and A6 are invited for assessment centre on 17 July 2014.