

Chief Officer Appointments Panel

Friday 16 December 2016

PRESENT:

Councillor Mrs Beer, in the Chair.

Councillors Mrs Aspinall, Deacon, Jordan (sub, Sam Leaves and Tuffin (substitute for Councillor Smith).

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

Also in attendance: Lorna Collingwood-Burke (Chief Nursing Officer, NEW Devon CCG), Debra Laphorne FFDH, DipHEP (Centre Director, South West, Public Health England), Tracey Lee (Chief Executive), Alison Mills (Head of HR Specialist Services), Dr Anita Parkin, Director of Public Health, City of Bradford Metropolitan District Council (Faculty of Public Health Advisor)Di Saunders-Brewer (Senior HR and OD Business Partner), Bernadette Smith (Senior HR and OD Business Partner) and Helen Wright (Democratic Adviser).

The meeting started at 10.00 am and finished at 1.40 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.

Helen Wright (Democratic Adviser) stated that the Panel had been politically balanced when it had been set up (as per the Constitution). The Panel was therefore able to make legal decisions at this meeting even though Councillor Evans was not present.

20. **Declarations of Interest**

Councillor Sam Leaves declared a personal interest as she was employed by NEW Devon CCG and Councillor Deacon declared a personal interest as he was employed by a Four Seasons Healthcare.

21. **Chair's Urgent Business**

There were no items of Chair's urgent business.

22. **Minutes**

The Panel agreed that the minutes of the meeting held on 25 November 2016 are a correct record.

23. **Exempt Business**

Agreed that under Section 100A(4) of the Local Government Act 1972, to exclude the press and public from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part I of Schedule 12A of the Act, as amended by the Freedom of Information Act 2000.

24. **Appointment of the Director of Public Health**

The Panel considered the information folders available at the meeting (which contained the role profile of the Director for Public Health, the Plymouth City Council Human Resources and Organisational Development Recruitment and Selection Policy and the candidates' applications).

Members interviewed three candidates for the post of Director for Public Health and considered each candidate on merit.

The Panel agreed that Dr Ruth Harrell is appointed to the post of Director for Public Health (subject to approval from the Secretary of State for Health and Public Health England).

(Councillor Mrs Bowyer (Cabinet Member for Health and Adult Social Care) who had responsibility in her portfolio for this service area was not present but was represented by Councillor Jordan (who was substituting for the Leader).

(Please note: in attendance for this matter only were the following Officers Lorna Collingwood-Burke (Chief Nursing Officer, NEW Devon CCG), Debra Laphorne FFDH, DipHEP (Centre Director, South West, Public Health England), Dr Anita Parkin, Director of Public Health, City of Bradford Metropolitan District Council (Faculty of Public Health Advisor) and Bernadette Smith (Senior HR and OD Business Partner).

25. **Update on the Interim Arrangements for the Strategic Director for Transformation and Change**

Tracey Lee (Chief Executive) provided an update on the interim arrangements for the Strategic Director for Transformation and Change.

The Panel agreed to -

- (1) the proposal to appoint a joint interim arrangement for the Strategic Director of Transformation and Change;
- (2) the timetable to appointment to the interim arrangements.

(The Leader who had responsibility in his portfolio for this service area was not present but was represented by Councillor Jordan (who was substituting for him).

(Please note: the following Officer was present for this item only Di Saunders-Brewer (Senior HR and OD Business Partner).

26. **Retention**

Tracey Lee (Chief Executive) presented the retention report.

The Panel agreed to –

- (1) approve additional market factor supplements for four senior officers in the Place Directorate totalling £44,196 per annum (including on-costs) for a duration of 19 months from 1 December 2016; this sum will be subject to income tax and national insurance deductions;

if the Council commissions a review of the senior management pay during this period, resulting in a recalibration of the internal relativities, this could result in new salary bands; if this is the case, a review of all market factor supplements would take place at this time;

- (2) support the commissioning of a review of senior management pay, to include all officers employed under the JNC for Chief Officers.

(The Leader who has responsibility for employment and skills in his portfolio was not present for this item; Councillor Jordan (who was substituting for the Leader) will be representing him).

(Please note: the following Officer was present for this item only Alison Mills (Head of HR Specialist Services).

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