

## APPOINTMENT COMMITTEE ASSISTANT DIRECTOR CHILDREN'S SOCIAL SERVICES

13 DECEMBER 2016

Present: Councillor Lent (Chairperson).  
Councillors Hinchey, Elsmore, Woodman and Gavin Hill-John.

### 17 : APOLOGIES

No apologies were received.

### 18 : DECLARATIONS OF INTEREST

No declarations of interests were received.

### 19 : TERMS OF REFERENCE

To discharge the functions of the authority in respect of the appointment and dismissal of Chief Officers and Deputy Chief Officers (as defined in the Local Authorities (Standing Orders) (Wales) Regulations 2006) and the statutory Head of Democratic Services, in accordance with the Employment Procedure Rules and other relevant Council policies and procedures.

### 20 : EXCLUSION OF THE PUBLIC

RESOLVED - That the public be excluded during the discussion on the following item of business on the grounds that, if members of the public were present during the discussion, because of the nature of the business to be transacted there would be disclosure to them of except information as defined in Part 4 of Schedule 12A of the Local Government Act 1972 and as described below:

Paragraph 12 – Information relating to an applicant to become an employee of the Authority; and

Paragraph 13 – Information which was likely to reveal the identity of an individual.

### 21 : MINUTES

The minutes of the Appointment Committee on 5 December 2016 were approved and signed as a correct record.

### 22 : APPOINTMENT OF ASSISTANT DIRECTOR, CHILDREN'S SOCIAL SERVICES

The Committee was convened to interview the two candidates shortlisted by the Committee on 5 December 2016.

The Committee was advised that Candidate 1 had withdrawn from the process.

Candidate 2 was interviewed and as part of the process made a 10 minute presentation and Members were given an opportunity to probe and question the content of the presentation. This was followed by formally agreed set questions and two mandatory questions.

At the end of the interview process the Committee deliberated and considered the performance of the candidate against the competencies and model responses.

The Committee agreed that they were not able to appoint to the post of Assistant Director – Children’s Social Services.

The Committee discussed the difficulties in recruiting to this post which had been advertised on 4 separate occasions since 2013. The Committee noted that the Employment Conditions Committee in 17 October 2016 had agreed a market supplement for the post bringing the salary in line with other major cities.

RESOLVED – That the Committee unanimously agreed that on this occasion they were unable to appoint to the post of Assistant Director Children’s Social Services

23 : DISMISSAL (IF REQUIRED)

There was no requirement for this item.

*The meeting terminated at 11.35 am*