

## APPOINTMENT COMMITTEE- DIRECTOR OF SOCIAL SERVICES

21 MARCH 2018

Present: Councillor Huw Thomas(Chairperson)  
Councillors Boyle, Elsmore, McGarry and Dianne Rees

### 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 : MINUTES

The minutes of the Appointment Committee on 6 March 2018 were approved and signed as a correct record.

### 21 : 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.

### 22 : APPOINTMENT OF DIRECTOR SOCIAL SERVICES

The Committee was convened to interview the four shortlisted candidates put forward by the Committee on 6 March 2018 following consideration of the outcomes from the Assessment Centre.

The Committee was advised by the Chief Executive that candidate 2 had withdrawn from the process as they had been successfully recruited to another post.

As part of the interview process each candidate made a 10 minute presentation and Members were given an opportunity to probe and question the content of the

presentation. This was followed by formal set questions and two mandatory questions.

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

The Committee agreed that they were able to appoint to the post of Director of Social Services.

RESOLVED – That

1. Claire Marchant be appointed Director of Social Services at the spot annual salary associated with the post;
2. the selection process had been conducted in accordance with the appointments process and each candidate had been treated equally and fairly. The successful candidate was appointed on merit.

23 : APPOINTMENT TO THE STATUTORY ROLE OF DIRECTOR OF SOCIAL SERVICES

The Committee was requested to give consideration to the designation of an officer to the statutory role of Director of Social Services. The Committee considered the report and the need for the statutory role to be filled as the current post holder was due to retire and to ensure continuity and stability during the interim period before the new postholder can take up duties.

RESOLVED – That

1. Sarah McGill, Corporate Director (People and Communities), be appointed to fulfil the statutory role of Director of Social Services on an interim basis pending the new postholder taking up the post.
2. The interim appointment was made with immediate effect.

24 : DISMISSAL (IF REQUIRED)

There was no requirement for this item.

*(The meeting closed at 13.40pm)*

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