

APPOINTMENT COMMITTEE – ASSISTANT DIRECTOR: CORPORATE  
LANDLORD

8 JUNE 2018

Present: County Councillor Goodway (Chairperson);  
County Councillors Boyle, Mackie, Walker and Weaver.

33 : APOLOGIES

There were no apologies

34 : DECLARATIONS OF INTEREST

There were no declarations of interest for this meeting.

35 : TERMS OF REFERENCE

The Terms of Reference were noted as follows:

*"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".*

36 : MINUTES

The minutes of the 25 May 2018 were approved as a correct record.

37 : 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.

38 : APPOINTMENT OF ASSISTANT DIRECTOR, CORPORATE LANDLORD

The Committee was convened to interview the shortlist of candidates approved by the Committee on 25 May 2018 following the outcomes from the Assessment Centre. Candidates 6, 8 and 9 had been shortlisted.

As part of the interview process the candidates 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 on the performance of each candidate against the competencies and model responses.

The Committee agreed that they were not able to appoint to the post of Assistant Director, Corporate Landlord.

RESOLVED – That the Committee

1. following the completion of the selection process it was agreed that Candidates 6, 8 and 9 were not appointable to the role of Assistant Director –Corporate Landlord;
2. the Chief Executive in consultation with the relevant Cabinet Member/s was instructed to place the role of Assistant Director –Corporate Landlord for advert as soon as practicable.

39 : DISMISSAL

As a consequence of not appointing Candidate 6 to the role of Assistant Director, Corporate Landlord, the Appointment Committee was required to consider and make a decision on the employment position of Candidate 6 as the current post was not part of the new senior management structure approved by Cabinet on 16<sup>th</sup> November 2017. The Committee heard from the Chief Executive and lead HR Officer before making a decision.

RESOLVED – That

1. The Appointment Committee regrettably confirmed that the Candidate 6, as a current employee of the Council was at risk of redundancy, unless a suitable alternative employment could be found. The Appointment Committee therefore confirmed that notice of dismissal must be served.
2. In accordance with the Council's Redeployment Policy, the Appointment Committee delegated authority to the Chief Executive to explore alternative permanent and temporary options with the Candidate during the notice period, in an attempt to avoid a redundancy situation.
3. In the event of permanent alternative employment being secured, either through the Council's usual recruitment procedures, or through redeployment (for posts that are not subject to the Member Appointment process), the Appointment Committee confirmed that the notice of dismissal would be withdrawn.
4. In the event of temporary alternative employment being secured within the Council, the Appointment Committee agrees for the dismissal to be deferred and take effect upon the end of the temporary employment.

*(The meeting closed at 13.25pm).*