
APPOINTMENTS SUB-COMMITTEE

MINUTES of the remote Appointments Sub-Committee held on Tuesday, 21 July 2020 from 4.00pm - 4.34pm.

PRESENT: Councillors Mike Baldock, Cameron Beart, Angela Harrison, Ken Ingleton, Elliott Jayes, Denise Knights, David Simmons, Roger Truelove and Mike Whiting.

OFFICERS PRESENT: David Clifford, Kellie MacKenzie, Jo Millard and Baljinder Sandher.

ALSO IN ATTENDANCE: Councillors Derek Carnell, Steve Davey, Mike Dendor, Tim Gibson, Lee McCall and Ken Rowles.

17 ELECTION OF CHAIRMAN AND VICE-CHAIRMAN

Nominations were sought for Chairman and Vice-Chairman.

Resolved:

(1) That Councillor Roger Truelove be elected as Chairman for the 2020/21 municipal year.

(2) That Councillor Mike Baldock be elected as Vice-Chairman for the 2020/21 municipal year.

18 INTRODUCTION

The Chairman explained that the meeting would be conducted in accordance with the Local Authorities and Police and Crime Panel (Coronavirus) (Flexibility of Local Authority Police and Crime Panel Meetings) (England and Wales) Regulations 2020 No. 392.

The Chairman welcomed all Members, officers and members of the public to the meeting.

19 MINUTES

The Minutes of the Meeting held on 30 October 2019 (Minute Nos. 315-319) were taken as read, approved and signed by the Chairman as a correct record.

20 DECLARATIONS OF INTEREST

No interests were declared.

21 RECRUITMENT OF CHIEF EXECUTIVE

The Chairman introduced the report which asked the Sub-Committee to agree which members of the Committee should form the recruitment panel for the Chief

Executive post. The Chairman drew Members' attention to Appendix I on page 7 of the report which set out the timeline process for each stage.

The Chairman proposed that there should be three members of the Committee on the panel, and since the Leader of the opposition was no longer a Committee member, proposed that himself, the Deputy Leader and the Deputy Leader of the opposition, Councillor David Simmons, sat on the recruitment panel. This was seconded by the Deputy Leader. During the discussion that followed, Councillor Ken Ingleton agreed to sit on the panel, in place of the Deputy Leader of the opposition.

In response to a question from a member about holding interviews, the Chairman advised that the final interview would need to be held in Swale House, observing strict social distancing rules.

In the debate that followed, a member supported a face-to-face final interview but said that there should be more than three people on the panel. The Chairman said that the Head of Human Resources (HR) Shared Services and the recruitment consultant would also be in attendance.

In response to a question from a member on the process and timetable, the Head of HR Shared Services explained that the appointment would be considered by the Appointment Sub-Committee and then recommended to Full Council. She added that the dates on the timeline at Appendix 1 in the report were provisional and might change. Referring to the number of people on the panel interview, the Head of HR Shared Services said that smaller numbers on the panel were more manageable and resulted in more effective dialogue with candidates. She advised that Solace had been appointed as the recruitment agency.

In the discussion that followed, a member proposed a larger selection panel but was not supported by other members. Other members said that three members worked well, so long as all other members were regularly kept updated during the process.

Members discussed which skills, qualities and background were important in a candidate.

Councillor David Simmons proposed that Councillors Roger Truelove, Mike Baldock and Ken Ingleton formed part of the recruitment panel for the Chief Executive post. This was seconded by Councillor Denise Knights.

Resolved

(1) That Councillors Roger Truelove, Mike Baldock and Ken Ingleton sit on the recruitment panel for the appointment of Chief Executive post.

Chairman

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All Minutes are draft until agreed at the next meeting of the Committee/Panel