

Lancashire County Council

Employment Committee

Thursday, 11th January, 2018 at 1.00 pm in Committee Room 'D' - The Henry Bolingbroke Room, County Hall, Preston

Agenda

Part I (Open to Press and Public)

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| No. | Item |
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| 1. | Apologies |
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| 2. | Disclosure of Pecuniary and Non-Pecuniary Interests |
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Members are asked to consider any Pecuniary and Non-Pecuniary Interests they may have to disclose to the meeting in relation to matters under consideration on the Agenda.

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| 3. | Minutes of the Meeting held on 19 December 2017 | (Pages 1 - 4) |
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To be confirmed, and signed by the chair.

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| 4. | Urgent Business |
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An item of urgent business may only be considered under this heading where, by reason of special circumstances to be recorded in the Minutes, the Chair of the meeting is of the opinion that the item should be considered at the meeting as a matter of urgency. Wherever possible, the Chief Executive should be given advance warning of any Member's intention to raise a matter under this heading.

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| 5. | Date of Next Meeting |
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The next ordinary meeting of the Committee will be held on Monday 15 January 2018 at 2.00 p.m. at County Hall, Preston.

The Committee will then meet on 22 and 23 January 2018 to conduct interviews for the position of Executive Director of Growth, Environment, Transport & Community Services.

6. Exclusion of Press and Public

The Committee is asked to consider whether, under Section 100A(4) of the Local Government Act, 1972, it considers that the public should be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part 1 of Schedule 12A to the Local Government Act, 1972, as indicated against the heading to the item.

Part II (Not open to Press and Public)

7. Transaction of Urgent Business

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It is considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interests in disclosing the information).

The Committee is asked to note that the Urgent Business Procedure has been used to appoint an interim Director of Children's Services. It has also been necessary to temporarily reassign the statutory responsibilities for Children's Services. If necessary, further information will be provided at the meeting.

8. Executive Director of Education and Children's Services - Interviews

(Pages 5 - 28)

(Not for Publication – Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It is considered that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interests in disclosing the information).

The following documents are attached:

- Interview Timetable - Appendix 'A'
- Interview Questions and Presentation Topic - Appendix 'B' (Interview notes and summary sheet to follow)
- Grade Profile and Person Specification - Appendix 'C'
- Candidate Application Forms - Appendix 'D'

L Sales
Director of Corporate Services

County Hall
Preston

Lancashire County Council

Employment Committee

Minutes of the Meeting held on Tuesday, 19 December, 2017 at 2.00 pm in Committee Room 'C' - The Duke of Lancaster Room, County Hall, Preston

Present:

County Councillor Geoff Driver CBE (Chair)

County Councillors

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|---------------|-------------|
| A Atkinson | J Mein |
| Mrs S Charles | D O'Toole |
| N Hennessy | M Tomlinson |
| K Iddon | |

County Councillors K Iddon, N Hennessy, J Mein and M Tomlinson replaced County Councillors M Green, L Beavers, T Martin and A Ali respectively at this meeting.

1. Apologies

None.

2. Disclosure of Pecuniary and Non-Pecuniary Interests

None.

3. Minutes of the Meeting held on 13 November 2017

The Minutes of the meeting held on 13 November 2017 were presented.

Resolved: That the Minutes of the meeting held on 13 November 2017 be confirmed and signed by the Chair.

4. Urgent Business

None.

5. Date of Next Meeting

It was noted that whilst the next scheduled meeting of the Committee was due to take place on Monday 15 January 2018 at 2.00pm, an earlier meeting may need to be arranged following the Committee's consideration of agenda item 8.

6. Exclusion of Press and Public

Resolved: That the press and members of the public be excluded from the meeting during consideration of the following items of business on the grounds that there would be a likely disclosure of exempt information as defined in the appropriate paragraph of Part I of Schedule 12 A to the Local Government Act 1972. It was considered that in all the circumstances the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

7. Waste Company Transformation – Non-operational labour change

(Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The Committee considered a report on the proposed permanent change of one non-operational ICT labour position in order to support the company following the changes in service requirements from baseline 'Transfer Station' operations to its current 'Waste Processing' operations, and also to reduce the risks and exposure that were identified within the report.

Resolved: That the recommendations, as set out in the report now presented, be approved.

8. Shortlisting and Recruitment Process for the posts of Executive Director of Education and Children's Services and the Executive Director of Growth, Environment, Transport and Community Services

(Exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972. It was considered that in all the circumstances of the case the public interest in maintaining the exemption outweighed the public interests in disclosing the information).

The Committee considered a further report in relation to the recruitment to the positions of Executive Director of Education and Children's Services and the Executive Director of Growth, Environment, Transport and Community Services. The report included:

- Candidate applications;
- Penna's recommended shortlist of candidates for both positions;
- The proposed final elements of the recruitment and assessment centre process including interview questions, presentation topic and a revised interview and candidate ranking process; and
- The proposed interview timetable.

The Committee also gave further consideration to the proposed assignment of the statutory responsibilities for Adult Services.

Having carefully considered the information and candidate applications presented, and following discussion the Committee:

Resolved:

- i. That the candidates identified by the Committee be invited for interview for the respective positions of Executive Director of Education and Children's Services and the Executive Director of Growth, Environment, Transport and Community Services.
- ii. That the final elements of the recruitment and assessment centre process including the interview questions, presentation topic and the revised interview and candidate ranking process, as presented and discussed at the meeting, be approved.
- iii. That the statutory responsibility for Adult Services be assigned to the Executive Director of Adult Services and Health & Wellbeing.

L Sales
Director of Corporate Services

County Hall
Preston

Agenda Item 8

(NOT FOR PUBLICATION: By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

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