

## **Meeting of the Full Council - 26 May 2022**

### **Report of the Employment Committee Meeting held on 15 February 2022**

**Chair: County Councillor Phillippa Williamson**

#### **Part II (Not Open to Press and Public)**

#### **Final Shortlist, Presentation Topic and Interview Questions for the Executive Director of Education and Children's Services Role**

(Not for Publication – Exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Act, 1972.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.)

Helen Alwell, Senior Consultant, Penna, and Jenny Coles, Consultant and former Director of Children's Services, Hertfordshire County Council, who had undertaken the technical assessment interviews, attended for this item.

The committee considered the outcome of the technical assessment interviews, and the proposed interview questions.

**Resolved:** That

- i. The candidates who had received a "strongly recommended" and "marginal" recommendation from the technical assessment be shortlisted for interview.
- ii. The questions for the interviews be approved as set out in the report, subject to potential additional question being added following the assessment panels, and taking into account issues raised in the technical assessment.

#### **Recruitment to the role of Executive Director of Growth, Environment and Transport**

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The committee considered the arrangements for the recruitment to the role of Executive Director of Growth, Environment and Transport. In discussing the arrangements, the importance of the climate change agenda was highlighted.

**Resolved:** That

- i. The job description and person specification for the Executive Director of Growth, Environment and Transport role be agreed, subject to a clearer reference to the responsibilities of the post holder for the environmental / climate change agenda.

- ii. Technical assessments be used and the outcome of which would determine the shortlist for the role.
- iii. The assessment centre arrangements for recruiting to the role be agreed as set out in the report.
- iv. The interim acting up arrangements as set out in the report be agreed.

## **Report of the Employment Committee Meeting held on 14 March 2022**

**Chair: County Councillor Phillippa Williamson**

### **Part II (Not Open to Press and Public)**

#### **Local Pension Partnership Pay proposals**

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Sean Greene, Head of Fund, Lancashire County Council, attended to present a report on the Local Pension Partnership pay proposals.

**Resolved:** That

- i. the proposed remuneration for the Executive Committee for 2022/23 referenced in the report be approved
- ii. the proposed change to the role specific scheme (variable pay) detailed in section 4.2 of the Remuneration be approved to allow each Board of the operating companies – LPPI and LPPA – to have discretion to agree which staff the scheme is applied to
- iii. the proposed change on staff benefits detailed in section 7 of the Remuneration Policy be approved to provide each entity Board with discretion to determine benefits that may be provided to employees
- iv. the non-substantive changes to the Remuneration Policy as set out in the report be approved
- v. the 2022/23 Pay Grade Structure as set out in the report be approved
- vi. the salaries over £100,000 detailed in this report be noted

## **Report of the Employment Committee Meeting held on 31 March 2022**

**Chair: County Councillor Phillippa Williamson**

### **Part II (Not Open to Press and Public)**

#### **Longlisting, Interview Questions and Presentation Topic for the Executive Director of Growth, Environment and Transport Role**

(Not for Publication – Exempt information as defined in Paragraphs 1 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 considered the applications for the Executive Director of Growth Environment and Transport role, along with the proposed interview questions and presentation topic.

**Resolved:** That:

- i. The candidates identified as "Recommended" in the report be progressed through to the technical assessment stage
- ii. The questions and presentation topic be approved subject to minor changes identified

### **Report of the Employment Committee Meeting held on 7 April 2022**

**Chair: County Councillor Phillippa Williamson**

#### **Part II (Not Open to Press and Public)**

#### **Shortlisting for the Executive Director of Growth, Environment and Transport Role**

(Not for Publication – Exempt information as defined in Paragraphs 1 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 considered the outcome of the technical assessment interviews.

**Resolved:** That the candidates who had received a "strongly recommended" and "recommended" assessment from the technical assessment be shortlisted for interview

### **Report of the Employment Committee Meeting held on 28 April 2022**

**Chair: County Councillor Phillippa Williamson**

#### **Part II (Not Open to Press and Public)**

#### **Interviews for the Executive Director of Growth, Environment and Transport Post**

(Exempt information as defined in Paragraphs 1 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 conducted interviews for the position of Executive Director of Growth, Environment and Transport.

Each candidate gave a presentation on a designated topic which had previously been agreed by the Committee, and was then questioned by the Committee.

The Committee also received feedback from a stakeholder panel.

**Resolved:** That, subject to no objections being received from the Cabinet and to the receipt of satisfactory references, the Committee proposes to make an offer of appointment to the post of Executive Director of Growth, Environment and Transport to Phil Green.