

Meeting of the Full Council - 13 October 2022

Report of the Employment Committee Meeting held on 23 June 2022

Chair: County Councillor Phillippa Williamson

Part II (Not Open to Press and Public)

Interviews for the Executive Director of Education and Children Services 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 Education and Children's Services

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 the stakeholder panels.

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 Education and Children's Services to Jacqui Old.

Report of the Employment Committee Meeting held on 5 July 2022

Chair: County Councillor Phillippa Williamson

Part II (Not Open to Press and Public)

Lancashire Renewables Limited Annual Pay Review 2022

(Exempt information as defined in Paragraphs 1, 3 and 4 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 the Lancashire renewables Limited annual pay review 2022 and proposals.

Resolved: That, in accordance with the company's articles of association, the implementation of the pay proposal entitlement detailed in the report with effect from 01 January 2022 and following Trade Union and employee consultation be approved.

Report of the Employment Committee Meeting held on 28 July 2022

Chair: County Councillor Phillippa Williamson

Part II (Not Open to Press and Public)

Establishment of and Recruitment to the Role of Executive Director of Resources (s151)

(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 considered proposals relating to the establishment of the role of Executive Director of Resources (S151 officer) and arrangements for recruiting to the role.

Resolved: That

- i. the establishment of a permanent Executive Director of Resources role that holds the statutory (s151) financial responsibility and the consequential change to the Chief Executive's role and job title be noted.
- ii. the job description and person specification for the Executive Director of Resources (s151) role be approved.
- iii. the engagement of recruitment consultants to assist with the recruitment process, on the basis set out in the report, be approved.
- iv. the Chief Executive be authorised to engage recruitment consultants to assist with the recruitment process.
- v. technical assessments be used during the recruitment process, the outcome of which will determine the shortlist for the role, and that the technical assessments are to be undertaken by the Chief Executive of CIPFA, Robert Whiteman CBE and an appropriate current or former Local Authority Chief Executive/Executive Director.
- vi. the assessment centre arrangements for recruiting to the role as set out in the report be approved, and that, where possible, in person assessments are preferred over virtual or online.
- vii. the Chief Executive be authorised to approve changes to the recruitment process in consultation with the Chair of Committee, Deputy Chair of the Committee and Leader of the Opposition, under the advice of the recruitment consultants.
- viii. The advertised salary level should be £155k plus more for an outstanding candidate.

Report of the Employment Committee Meeting held on 7 September 2022

Chair: County Councillor Phillippa Williamson

Part I (Not Open to Press and Public)

Revised Disciplinary Policy and Procedure

The Committee considered the revised Disciplinary Policy and Procedure. In considering the report, members noted that full consultation had taken place with the Trade Unions and no concerns raised. It was confirmed that the policy did not apply to the Chief Executive, Monitoring Officer or Section 151 Officer, as separate, statutory, processes applied in those cases.

Resolved: That the revised Disciplinary Policy and Procedure, as presented in the report, be approved.

Part II (Not Open to Press and Public)

Longlisting, Interview Questions and Presentation Topic for the Executive Director of Resources (s151) Role

(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 considered the applications received for the position of Executive Director of Resources. In addition, the committee considered the proposed interview questions and presentation topics. The committee identified issues to be addressed in the technical assessments and proposed amendments to the questions and presentation topic.

Resolved: That

- i. Those candidates identified as "Recommended" in the report form the longlist, and that those candidates proceed to the technical assessment stage.
- ii. The interview questions and presentation topic be agreed, subject to the comments and amendments made by the committee.

Report of the Employment Committee Meeting held on 20 September 2022

Chair: County Councillor Phillippa Williamson

Part II (Not Open to Press and Public)

(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 considered the technical assessments carried out on the longlisted candidates.

The Committee thanked Julie Towers and Jonathon Shepperd from Penna and the technical assessors, Rob Whiteman, Chief Executive, CIPFA, and Joanne Hyde, Executive Director of Resources, Bradford MDC.

Resolved: That all of the longlisted candidates be shortlisted and invited to interview.