



## **APPOINTMENTS COMMITTEE**

### **MINUTES OF THE MEETING HELD AT THE INNOVATION CENTRE, TREDOMEN PARK, ON THURSDAY, 18TH JULY 2103 AT 1.10 P.M.**

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PRESENT:

Councillor W. David - Vice-Chairman (Presiding)

Councillors:

Mrs. P. Cook, K. James, N. George, Mrs. R. Passmore, J.A. Pritchard, J. Taylor

Also in attendance:

Steve Thomas - Chief Executive, Welsh Local Government Association

Together with:

G. Hardacre (Head of Human Resources and Organisational Development), H. Morgan (Senior Committee Services Officer)

#### **1. DECLARATIONS OF INTEREST**

There were no declarations of interest made at the beginning or during the course of the meeting.

#### **2. ROLE OF APPOINTMENTS COMMITTEE**

Members were advised that following the recent suspension of the Council's Acting Head of Paid Service, a Special Meeting of Council was convened on 11th July, 2013 to seek recommendations from Council in relation to the engagement of a new Interim Head of Paid Service.

The Council has now concluded the processes set out at recommendation 9.1 of the report to Council on 11th July 2013, and, in accordance with recommendation 9.2 of the report to Council, this meeting of the Appointments Committee has been convened to:-

- (i) Consider the expressions of interest received in response to the advertisement for the Interim Head of Paid Service.
- (ii) Interview all qualified candidates for the Post.
- (iii) Make a recommendation to Council for an appointment to the role of Interim Head of Paid Service.

The recommendation of the Committee will be considered by Council at its meeting to be held next week.

### **3. EXEMPT MATTER**

Members considered the public interest test certificate from the Proper Officer and concluded that on balance the public interest in maintaining the exemption outweighed the public interest in disclosing the information. By show of hands it was unanimously agreed that the meeting continue in exempt session.

RESOLVED that in accordance with Section 100A(4) of the Local Government Act 1972 the public be excluded from the remainder of the meeting because of the likely disclosure to them of exempt information as identified in paragraph 12 of Schedule 12A of the Local Government Act 1972.

### **4. INTERIM HEAD OF PAID SERVICE**

Mr. Thomas - Chief Executive, Welsh Local Government Association, explained the well-established custom and practice within Local Government in Wales of engaging Interims to undertake Chief Officer roles, via the WLGA, under consultancy arrangements. Expressions of interest are sought and a list of names is submitted to the respective authority for consideration. He advised that in accordance with this procedure an approach had been made by the Acting Chief Executive for expressions of interests from persons who wish to be considered for the role of Interim Head of Paid Service and six names had been presented. He advised that Cabinet had also suggested that Mr. Rosser be approached to determine whether he would wish his name to be considered.

During member discussion a concern was raised by a member of the committee that the approach to Mr. Rosser to ascertain his availability came not from the Cabinet but from the Labour Executive Group. This was challenged, and a debate ensued around the process. The member of the committee wished their concern to be noted.

Mr. Hardacre intervened and pointed out that the Special Council meeting on the 11th July had taken a clear decision on a process for the appointment. This included the reference to specific criteria required in the person specification for the post. Mr. Hardacre confirmed that following the decision of Council on the 11th July an advertisement had been prepared with a revised person specification (reflecting the Council decision). This was prepared on Friday, 12th July, and with assistance from Communications and our IT departments went live late afternoon on the Friday. All elected members were informed via email on Friday that the advertisement had been placed on the Council's website, and were provided with the hyperlink to access the site.

By way of further clarification as to the process undertaken and the decision taken by Special Council, Mr. Thomas explained that as a result of the views expressed by PWC prior to the Special Council Meeting, the procedures set out in the Recommendations in the report to Special Council on 11th July 2013 were followed. Arrangements were put in place to advertise the post on the Councils website, through the WLGA's organisations network of contacts and it was published in the Municipal Journal magazine. He advised that of those persons identified in the original list that had been provided three were no longer available, the others were notified of the advertisement and of the requirement to submit expressions of interest.

Members were advised that only one expression of interest had been received following the advertisement and were given the opportunity to read the CV from the applicant and compare it with both the criteria contained in the personal specification and job description.

Following consideration of the documents it was moved and seconded that Mr. Stuart Rosser be interviewed. By show of hands this was unanimously agreed.

Mr. Rosser attended and responded to the questions raised. Mr. Rosser was clear in his expression of interest, of his specific requirements around time commitment and salary. Members discussed these issues thoroughly with Mr. Rosser. Mr. Rosser explained that due to the particular requirements he had at this time, should he be successful in being appointed, he would require that this be based on 3½ days per week basis with additional hours should the need arise. Mr. Rosser provided the members with assurances over his flexibility to deal with such eventualities. Members explored the details of this with Mr. Rosser and were satisfied with the discussion. Mr. Rosser also expressed a desire that if appointed that his salary be based (pro-rata) on the same level as in place when he left CCBC in 2010, as any other salary would counter the spirit of his interest/involvement. Members were satisfied with the explanation provided. He then left the meeting.

After due consideration, and subject to it being noted that the appointment would be on his former salary and not that as advertised, it was moved and seconded that it be recommended to Council that Mr. Stuart Rosser be offered the position of Interim Head of Paid Service of the Council on an intern basis for a period of six months. By show of hands this was unanimously agreed.

RESOLVED that subject to it being noted that the appointment would be on his former salary and not that as advertised, it was moved and seconded that it be recommended to Council that Mr. Stuart Rosser be offered the position of Interim Head of Paid Service of the Council on an intern basis for a period of six months.

The meeting closed at 2.30 p.m.