

# Public Document Pack

## NORTH HERTFORDSHIRE DISTRICT COUNCIL COUNCIL

WEDNESDAY, 25TH MARCH, 2020

### SUPPLEMENTARY AGENDA

Please find attached supplementary papers relating to the above meeting, as follows:

<b>Agenda No</b>	<b>Item</b>
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- |    |                                                                                                                |
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| 4. | <b><u>REFERRAL FROM EMPLOYMENT COMMITTEE: 17 MARCH 2020 - SENIOR MANAGEMENT ARRANGEMENTS (Pages 3 - 4)</u></b> |
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Please find attached the referral from the Employment Committee.

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**COUNCIL  
25 MARCH 2020**

**PART 1 – PUBLIC DOCUMENT**

**ITEM 4**

**TITLE OF REPORT: ITEM REFERRED FROM EMPLOYMENT COMMITTEE: 17 MARCH 2020 – SENIOR MANAGEMENT ARRANGEMENTS**

***Extract from the draft Minutes of the Employment Committee meeting held on 17 March 2020***

The Leader of the Council presented the report entitled Senior Management Arrangements. At the Extraordinary meeting of Council on 27 February 2020 it had been resolved to delete the posts of Chief Executive and Deputy Chief Executive and for the establishment of a new Managing Director post. As a result, it was necessary to appoint to the role of Managing Director.

The Extraordinary Council meeting had resolved to accept the voluntary redundancy of the Chief Executive. As the Deputy Chief Executive role was considered a match for the Managing Director role, it was for the Employment Committee to consider the extent of this match and whether to make a recommendation to Council on the appointment.

The report was supported by the Person Specification and Job Description for the Managing Director and the Person Specification for the current Chief Executive and Deputy Chief Executive posts.

The recommendation was proposed by Cllr Billing and seconded by Cllr Stears-Handscomb, there being no debate on the matter, it was

***RECOMMENDED TO COUNCIL:*** That Council appoint Anthony Roche to the new Managing Director post, being effective on 18 July 2020.

***REASON FOR DECISIONS:*** The Employment Committee had undertaken an assessment of the candidate against the Job Description and Person Specification for the new role of Managing Director and was satisfied that Anthony Roche was a suitable candidate to match the new role.

**OFFICER EMPLOYMENT PROCEDURE RULES – APPOINTMENT OF HEAD OF PAID SERVICE:**

Subsequently as per the requirements of 12.8.4 of the Council's Constitution, Full Council may only approve the appointment of the Head of Paid Service where no well-founded objection has been made by any member of the Cabinet.

Notification was sent to the Cabinet on 17 March 2020, at the conclusion of the Employment Committee, to inform that the Employment Committee, who consisted of the Leader, Cllr

Stears-Handscomb, Cllr Hoskins, Cllr Shanley, Cllr Billing and Cllr Levett, had interviewed Anthony Roche for the role of Managing Director. The Employment Committee was supported by the Corporate Human Resources Manager, the Service Director, Resources and Michelle Kirk, Director of EELGA.

As the Managing Director was to be the Head of the Council's Paid Service, section 12.8.5 of the Constitution applied (in respect of the appointment of Head of Paid Service), and therefore the Proper Officer had to notify every Cabinet Member of the name of the candidate; other particulars relevant to the appointment; and the period within which to make any material objections to the offer.

The Leader had until the close of business on Thursday 19 March to notify the Proper Officer on behalf of Cabinet of any material objections, as per the Constitutional requirements section 12.8.5(b)(ii) D.

The Proper Officer received no well-founded objection/s.