

NORTH HERTFORDSHIRE DISTRICT COUNCIL

EMPLOYMENT COMMITTEE

MEETING HELD IN THE COUNCIL CHAMBER, DISTRICT COUNCIL OFFICES, GERONON ROAD, LETCHWORTH GARDEN CITY
ON FRIDAY, 17TH SEPTEMBER, 2021 AT 10.00 AM

MINUTES

Present: *Councillors: Councillor Elizabeth Dennis-Harburg (Chair), Morgan Derbyshire, Claire Strong, Ian Albert and Steve Jarvis*

In Attendance: *Anthony Roche (Managing Director), William Edwards (Committee, Member and Scrutiny Manager)*

Also Present: *There were no members of the public present for the duration of the meeting.*

15 APOLOGIES FOR ABSENCE

Audio recording – 0 minutes 40 seconds

Apologies for absence were received from Councillors Judi Billing and Keith Hoskins.

Having given due notice Councillor Ian Albert advised he would be substituting for Councillor Billing and Councillor Steve Jarvis advised he would be substituting for Councillor Hoskins.

16 NOTIFICATION OF OTHER BUSINESS

Audio recording – 1 minute 0 seconds

There was no other business notified.

17 CHAIR'S ANNOUNCEMENTS

Audio recording – 1 minute 03 seconds

- (1) The Chair advised that, in accordance with Council Policy, the meeting would be audio recorded.
- (2) The Chair drew attention to the item on the agenda front pages regarding Declarations of Interest and reminded Members that, in line with the Code of Conduct, any Declarations of Interest needed to be declared immediately prior to the item in question.

18 RECRUITMENT TO ROLE OF SERVICE DIRECTOR - PLACE

Audio recording – 1 minute 44 seconds

The Chair invited the Managing Director, Anthony Roche, to present the report entitled 'Recruitment to the role of Service Director – Place', including that:

- The current Service Director was due to retire on Tuesday 21 September 2021 and therefore recruitment had been undertaken to replace this role.
- It was recognised that minimal handover would be possible, and mitigations had been put in place to manage this.

- Interviews had taken place following several applications.
- The application process included an online application form, a literacy and numeracy test and a personality profile. The personality profile was not scored but was used to understand candidates better and how they would fit into the existing Leadership Team.
- A number of candidates were shortlisted, who then completed a written test, a presentation and a panel interview by Officers.
- Details of the two candidates would be provided in Part 2.

Councillor Elizabeth Dennis-Harburg, as Chair, proposed and Councillor Ian Albert seconded and, following a vote, it was:

RESOLVED:

- (1) That the Employment Committee interview the candidate(s) for the role of Service Director Place.
- (2) That the Employment Committee note the content of the report.

REASON FOR DECISION: To allow the Employment Committee to consider the background to the recruitment process.

19 EXCLUSION OF PRESS AND PUBLIC

Audio recording – 4 minutes 36 seconds

Councillor Elizabeth Dennis-Harburg, as Chair, proposed and Councillor Ian Albert seconded and, following a vote, it was:

RESOLVED: That under Section 100A(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1 of Part 1 of Schedule 12A of the said Act (as amended).

20 RECRUITMENT TO ROLE OF SERVICE DIRECTOR - PLACE

N.B. This item was considered in restricted session and therefore no audio recording was available.

The Managing Director, Anthony Roche, presented the report entitled 'Recruitment to the role of Service Director – Place'.

RESOLVED:

- (1) That the recommendations from the Head of Paid Service set out in the report and the addendum be noted.
- (2) That the Employment Committee delegate to the Head of Paid Service to offer the role of Service Director Place to Candidate 3, subject to satisfactory completion of the notification requirements under the Council Constitution.

REASON FOR DECISION: To allow an appointment to the role of Service Director Place.

21 MINUTES OF PREVIOUS MEETINGS

The Committee requested that the Proper Officer be asked to consider the approval of the minutes of previous meetings.

The Employment Committee returned to the public meeting and confirmed the decision made on Item 6.

Chair