

NORTH HERTFORDSHIRE DISTRICT COUNCIL

EMPLOYMENT COMMITTEE

**MEETING HELD IN THE COUNCIL CHAMBER, DISTRICT COUNCIL OFFICES, GERONON ROAD, LETCHWORTH, SG6 3JF
ON TUESDAY, 11TH JULY, 2023 AT 10.00 AM**

MINUTES

Present: *Councillors: Elizabeth Dennis (Chair), Ian Albert, Raj Bhakar, Ruth Brown and David Levett*

In Attendance:

Anthony Roche (Managing Director), James Lovegrove (Committee, Member and Scrutiny Manager), Rebecca Webb (HR Services Manager) and Sjanet Wickenden (Committee, Member and Scrutiny Officer)

Also Present:

At the commencement of the meeting there were no members of the public.

22 APOLOGIES FOR ABSENCE

Audio recording – 1 minute 13 seconds

Apologies for absence were received from Councillor Keith Hoskins.

Having given due notice, Councillor Ruth Brown substituted for Councillor Keith Hoskins.

23 NOTIFICATION OF OTHER BUSINESS

Audio recording – 1 minute 28 seconds

There was no other business notified.

24 CHAIR'S ANNOUNCEMENTS

Audio recording – 1 minute 31 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.
- (3) The Chair advised that Members would consider the Part 1 item, then the meeting would move to Part 2 for the majority of the discussion. Once a decision had been made in Part 2, Members would return to Part 1 to confirm the decision.

25 RECRUITMENT TO TEMPORARY ROLE OF SERVICE DIRECTOR HOUSING AND ENVIRONMENTAL HEALTH

Audio Recording 2 minutes 11 seconds

The Managing Director presented the report entitled 'Recruitment to Temporary Role of Service Director – Housing and Environmental Health' and highlighted the following, that:

- The report highlighted the background and purpose of the role.
- The role had been reviewed by Council, for budgetary consideration and by Cabinet, for the specifics of the role.
- The recruitment process followed that of previous Service Directors roles, consisting of the following stages: application form, verbal and numerical reasoning test, a presentation and an Officer panel interview.
- The details and scoring from the recruitment stages were outlined in the Part 2 report.

Councillor Ian Albert proposed and Councillor Ruth Brown seconded and, following a vote, it was:

RESOLVED:

- (1) That the Employment Committee interviewed the candidate for the role.
- (2) That the Employment Committee noted the content of the report.

REASONS FOR DECISION: The report highlighted the background and recruitment processes for the role, whilst the performance of the applicants was noted in the Part 2 report.

26 EXCLUSION OF PRESS AND PUBLIC

Audio recording – 4 minutes 29 seconds

Councillor Elizabeth Dennis, 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 Paragraph 1 of Part 1 of Schedule 12A of the said Act (as amended).

27 RECRUITMENT TO TEMPORARY ROLE OF SERVICE DIRECTOR HOUSING AND ENVIRONMENTAL HEALTH - PART 2

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

The Managing Director presented the report entitled 'Recruitment to Temporary Role of Service Director – Housing and Environmental Health'

The Chair invited Candidate 2 into the Council Chamber.

Candidate 2 provided the Committee with a presentation, supported by visual slides, on the topic 'How I would develop good working relationships with Members at North Herts Council'.

The following Members asked questions:

- Councillor David Levett
- Councillor Ian Albert
- Councillor Elizabeth Dennis
- Councillor Ruth Brown
- Councillor Raj Bhakar

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The Employment Committee asked the candidate questions as part of the formal interview process.

The following Members and Officers took part in the discussion:

- Councillor David Levett
- Councillor Ian Albert
- Councillor Elizabeth Dennis
- Councillor Ruth Brown
- Councillor Raj Bhakar
- Anthony Roche
- Rebecca Webb

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

RESOLVED:

- (1) That the Committee noted the recommendations of the report from the Head of Paid Service.
- (2) That Candidate 2 was offered the temporary role of 'Service Director - Housing and Environmental Health', subject to satisfactory completion of the notification requirements under the Council Constitution.

REASON FOR DECISION: As detailed in Section 8 of the Part 2 report.

The meeting closed at 12.34 pm

Chair