

NORTH HERTFORDSHIRE DISTRICT COUNCIL

EMPLOYMENT COMMITTEE

**MEETING HELD IN THE COUNCIL CHAMBER, DISTRICT COUNCIL OFFICES, GERNOH
ROAD, LETCHWORTH, SG6 3JF
ON WEDNESDAY, 4TH JUNE, 2025 AT 10.00 AM**

MINUTES

Present: *Councillors: Keith Hoskins MBE (Chair), Val Bryant, Nigel Mason, Bryony May and Ralph Muncer.*

In Attendance: *Faith Churchill (Democratic Services Apprentice), Ian Couper (Director - Resources), Robert Filby (Trainee Committee, Member and Scrutiny Officer), Anthony Roche (Chief Executive) and Rebecca Webb (HR Services Manager).*

Also Present: *There were no members of the public.*

28 APOLOGIES FOR ABSENCE

Audio recording – 1 minute 2 seconds

Apologies for absence were received from Councillors Ian Albert and Daniel Allen.

Having given due notice, Councillor Val Bryant substituted for Councillor Allen and Councillor Nigel Mason substituted for Councillor Albert.

29 NOTIFICATION OF OTHER BUSINESS

Audio recording – 1 minute 18 seconds

There was no other business notified.

30 CHAIR'S ANNOUNCEMENTS

Audio recording – 1 minute 20 seconds

- (1) The Chair advised that, in accordance with Council Policy, the meeting would be 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 much of the discussion at this meeting would be in private session and that the live stream would be turned off after the meeting had moved into Part 2 discussions.
- (4) The Chair advised that Section 4.8.23(a) of the Constitution applied to this meeting.

31 DIRECTOR RECRUITMENT - PART 1

Audio recording – 2 minutes 18 seconds

The Chief Executive presented the report entitled 'Director Recruitment' and advised that:

- The recruitment process that was followed was very similar to the processes that were used to recruit previous directors.
- It was recognised that future local government reorganisation in Hertfordshire might deter prospective applicants from applying for the positions, therefore a greater amount of money was spent to ensure that the roles were more widely advertised than previous director vacancies.
- They had received a good response rate to the advertised positions.

Councillor Keith Hoskins, as Chair, proposed and Councillor Nigel Mason seconded, and following a vote it was:

RESOLVED:

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

REASON FOR DECISION: The details of the candidates and their performance throughout the recruitment process are contained in the Part 2 report. This report sets out the background.

32 EXCLUSION OF PRESS AND PUBLIC

Audio recording – 4 minutes 5 seconds

The Chair proposed and Councillor Ralph Muncer 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).

33 DIRECTOR RECRUITMENT - PART 2

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

The Chief Executive presented the report entitled 'Director Recruitment' setting out the process for recruitment to the posts of Director Place and Director Governance (including the Monitoring Officer).

The first candidate to be interviewed by the Employment Committee was for the Director Place role.

The Candidate provided the Committee with a presentation, supported by visual slides, on the topic 'Local Government Reorganisation and the impact it will have on strategic planning for North Hertfordshire'.

The following Members asked questions:

- Councillor Val Bryant
- Councillor Ralph Muncer

- Councillor Nigel Mason

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

The Chair thanked the Candidate for their presentation, following which, the Candidate left the Council Chamber.

The second Candidate to be interviewed by the Employment Committee was for the Director Governance role (including the Monitoring Officer function).

The Candidate provided the Committee with a presentation, supported by visual slides, on the topic 'Local government reorganisation – Impact on Governance Directorate'.

The following Members asked questions:

- Councillor Val Bryant
- Councillor Nigel Mason
- Councillor Ralph Muncer
- Councillor Bryony May

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

The Chair thanked the Candidate for their presentation, following which, the Candidate left the Council Chamber.

Councillor Keith Hoskins, as Chair, proposed and Councillor Ralph Muncer seconded and, following a vote it was:

RECOMMENDED TO COUNCIL: That following interview of the candidate to the role of Director Governance, the Employment Committee recommend to Full Council the appointment to the role of Monitoring Officer.

REASON FOR RECOMMENDATION: The appointment of the Monitoring Officer is a function of Full Council under 4.4.1(i) of the Council's Constitution.

RESOLVED:

- (1) That the recommendations from the Head of Paid Service set out in the report be noted.
- (2) That following interview of the candidate, the Employment Committee agreed to appoint to the role of Director Governance and delegate to the Head of Paid Service to confirm to the successful candidate that this will proceed to the next stage and be subject to Full Council approval of the Monitoring Officer role and satisfactory completion of the notification requirements under the Council Constitution.
- (3) That following interview of the candidate, the Employment Committee agreed to appoint to the role of Director Place and delegate to the Head of Paid Service to offer the role of Director Place to the successful candidate subject to the 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 1.22 pm

Chair