

EMPLOYMENT COMMITTEE

FRIDAY, 25TH NOVEMBER, 2022

PRESENT: Councillor J Lewis in the Chair

Councillors S Arif, D Cohen, D Coupar,
S Golton and J Pryor

1 ELECTION OF CHAIR

RESOLVED – That Councillor Lewis be elected as Chair for the duration of the meeting.

2 APPEALS AGAINST REFUSAL OF INSPECTION OF DOCUMENTS

There were no appeals against refusal of inspection of documents received.

3 EXCLUSION OF PUBLIC

RESOLVED – That Appendix 2 to the report entitled ‘Appointment of Director of Resources’ in Minute No. 7 be designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4(1) and (2) and on the grounds that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information by reason of the need to maintain the competitive nature of the interview process and to retain information submitted by individual applicants in confidence, as disclosure could undermine the process, future appointment processes, or the outcome on this occasion to the detriment of the Council’s and public interest.

4 DECLARATIONS OF INTEREST

There were no declarations of disclosable pecuniary interests made at the meeting.

5 APOLOGIES

There were no apologies for absence received.

6 GOVERNANCE ARRANGEMENTS: RECRUITMENT TO THE POSITION OF DIRECTOR OF RESOURCES

The City Solicitor submitted a report which provided Members with an overview of the governance arrangements and format for this specific Employment Committee which had responsibility for recruitment to the position of Director of Resources.

RESOLVED –

- (a) That the governance arrangements and format relating to the Employment Committee, as detailed in the submitted report, be noted;
- (b) That the Council’s requirements regarding the consideration and disclosure of confidential and ‘exempt’ information, be noted.

7 APPOINTMENT OF DIRECTOR OF RESOURCES

The Chief Executive submitted a report which outlined the process for the recruitment to the position of Director of Resources.

The Chief Executive and the Chief Officer HR were in attendance at the meeting in an advisory capacity. Also in attendance were 2 representatives from Proventure Consulting who were undertaking the Executive search and selection process.

Having considered the publicly accessible parts of the submitted report and appendices, the Committee agreed to go into private session at this point in order to undertake the formal recruitment process (longlisting) and specifically consider the information contained within Appendix 2 (candidates' details) to the submitted report which had been designated as being exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2).

RESOLVED –

- (a) That the contents of the submitted report, be noted;
- (b) That 7 candidates be longlisted to progress to the next stage of the recruitment process.

At this point, the meeting was adjourned

The meeting was reconvened on Tuesday, 6th December 2022

Councillors: J Lewis (Chair), S Arif, D Cohen, D Coupar, S Golton and J Pryor were in attendance.

The Chief Executive and the Chief Officer HR were in attendance at the meeting in an advisory capacity. Also in attendance was a representative from Proventure Consulting who were undertaking the Executive search and selection process.

The Committee met to undertake a shortlisting exercise to identify appropriate candidates for the purposes of formal interview.

Having considered all of the submitted information, the Committee undertook the formal recruitment process (shortlisting) for the position of Director of Resources.

RESOLVED - That 5 candidates be shortlisted for formal interview.

At this point, the meeting was adjourned

The meeting was reconvened on Tuesday, 13th December 2022

Councillors: J Lewis (Chair), S Arif, D Cohen, D Coupar and S Golton were in attendance (Apologies for absence received from Councillor J Pryor)

The Chief Executive and the Chief Officer HR were in attendance at the meeting in an advisory capacity. Also in attendance was a representative from Proventure Consulting who were undertaking the Executive search and selection process.

Having considered all relevant information in respect of the shortlisted candidates together with the outcomes from the interview process, it was

RESOLVED – That having considered all relevant information put before the Committee, Mariana Pexton be offered the position of Director of Resources, subject to the conclusion of the associated notification processes, as set out within the Officer Employment Procedure Rules