

EMPLOYMENT COMMITTEE

MONDAY, 26TH JUNE, 2023

PRESENT: Councillor D Coupar in the Chair

Councillors S Firth, M Harland and
M Rafique

1 ELECTION OF CHAIR

RESOLVED – That Councillor Coupar 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 3 to the report entitled ‘Appointment of Chief Officer of Strategy and Performance’ 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 interests declared during the meeting.

5 APOLOGIES FOR ABSENCE

There were no apologies for absence received.

6 GOVERNANCE ARRANGEMENTS: RECRUITMENT TO THE POSITION OF CHIEF OFFICER STRATEGY AND PERFORMANCE

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 Chief Officer of Strategy and Performance.

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 ‘exempt’ information, be noted.

7 APPOINTMENT OF CHIEF OFFICER OF STRATEGY AND PERFORMANCE

The Director of Strategy and Resources submitted a report which outlined the process for the recruitment to the position of Chief Officer of Strategy and Performance.

The Director of Strategy and Resources together with the Deputy Head of HR were in attendance at the meeting in an advisory capacity.

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 (shortlisting) and specifically consider the information contained within Appendix 3 (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 5 candidates be shortlisted for formal interview.

At this point, the meeting was adjourned.

The meeting was reconvened on Wednesday, 5th July 2023 to undertake the formal interview process.

Councillors: D Coupar (Chair), S Firth, M Harland and M Rafique were in attendance.

The Director of Strategy and Resources together with the Deputy Head of HR were in attendance at the meeting in an advisory capacity.

Having considered all relevant information provided to the Committee in respect of the shortlisted candidates together with the outcomes from the interviews, it was

RESOLVED – That Jane Maxwell be offered the position of Chief Officer of Strategy and Performance, subject to the conclusion of the associated notification processes, as set out within the Officer Employment Procedure Rules.