

EMPLOYMENT COMMITTEE

THURSDAY, 19TH APRIL, 2018

PRESENT: Councillor D Coupar in the Chair

Councillors B Anderson, A Garthwaite,
J Lewis and R Lewis

ATTENDANCE

At the commencement of the meeting the following Members were in attendance, Councillors B Anderson, Coupar, J Lewis and R Lewis as Councillor Garthwaite had submitted her apologies for the initial part of the meeting.

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.

3 EXCLUSION OF PUBLIC

RESOLVED – That Appendix 2 to the report entitled ‘Appointment of Chief Officer Community Safety, Communities and Environment’ referred to 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 DECLARATION OF DISCLOSABLE PECUNIARY INTERESTS

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

5 Apologies

Apologies were received from Councillor Garthwaite for the initial part of the meeting.

6 Governance Arrangements regarding Recruitment to the Position of Chief Officer Community Safety

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 post of Chief Officer, Community Safety.

RESOLVED –

- (a) That the governance arrangements and format relating to the Employment Committee, as detailed within 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 Chief Officer Community Safety within Communities & Environment

The Chief Officer (HR) submitted a report which outlined the process for the recruitment to the position of Chief Officer, Community Safety.

Two officers from within HR, together with the Director of Communities and Environment were in attendance at the meeting in an advisory capacity.

Having considered the submitted report and appendices, with the details of exempt appendix 2 being considered in private, the Committee undertook the formal recruitment process (shortlisting).

RESOLVED - That two candidates be put forward to progress to the interview stage of the recruitment process for the position of Chief Officer, Community Safety.

At this point, the meeting was adjourned, to be reconvened on 25th April 2018 in order to undertake the interview process.

The meeting was reconvened on Wednesday 25th April 2018 (10.30am). Councillors Coupar (Chair), B Anderson, Garthwaite, J Lewis and R Lewis were all in attendance.

At the start of the reconvened meeting the Chair reported that following the shortlisting exercise one candidate had withdrawn from the process.

It was agreed to proceed with the one remaining candidate and if that candidate was considered by the Committee not to be appointable then the position would be re-advertised.

The Committee met to undertake the formal interview process for the candidate who had been shortlisted.

The Director of Communities & Environment, Head of Service (HR) and a Senior HR Advisor were in attendance at the meeting in an advisory capacity.

Having considered the submitted information in respect of the shortlisted candidate and received feedback from the associated stakeholder panel which had been held earlier in the day, the Committee undertook the formal interview process for the position of Chief Officer, Community Safety, which in line with Minute No. 3 (above), was conducted in private, and it was

RESOLVED – That following the conclusion of the formal interview process and having considered all relevant information put before the Committee, it be agreed that Paul Money be offered the position of Chief Officer, Community Safety, subject to the conclusion of the associated notification processes, as set out within the Officer Employment Procedure Rules.