

EMPLOYMENT COMMITTEE

THURSDAY, 23RD MAY, 2019

PRESENT: Councillor J Lewis in the Chair

Councillors D Cohen, D Coupar and
J Heselwood

1 ELECTION OF CHAIR

RESOLVED – That Councillor J 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.

3 EXCLUSION OF PUBLIC

RESOLVED – That Appendix No. 2 to the report entitled ‘Appointment of Chief Officer Human Resources’ 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

Although there were no declarations of Disclosable Pecuniary Interests made at the meeting, Councillor D Cohen requested it be recorded that he had known the brother of one of the candidates.

5 APOLOGIES FOR ABSENCE

Apologies for absence from this meeting were received on behalf of Councillors D Chapman and A Scopes.

6 GOVERNANCE ARRANGEMENTS REGARDING RECRUITMENT TO THE POSITION OF CHIEF OFFICER HUMAN 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 post of Chief Officer Human Resources.

The report noted that the longlisting process had been undertaken on 8th May 2019 by an Employment Committee, and that a reconstituted Employment Committee had been established for the latter stages (shortlisting and interviews) of this recruitment process, in order to reflect the change in the Council's political composition at the recent Local Elections.

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 HUMAN RESOURCES

Further to Minute No. 7, 8th May 2019, the Human Resources Service Manager submitted a report which outlined the process for the recruitment to the position of Chief Officer Human Resources.

The Director of Resources and Housing and the Human Resources Service Manager were in attendance at the meeting in an advisory capacity. Also in attendance was a representative from Proventure who were undertaking the Executive search and selection process.

The Committee met to consider the outcomes from the technical interview process, details of which had been circulated to Members prior to the meeting, and to undertake an exercise to shortlist any appropriate candidates for the purposes of formal interview.

Having considered all of the submitted information, with the details of exempt appendix 2 being considered in private, the Committee undertook the formal recruitment process (shortlisting) for the position of Chief Officer (HR).

RESOLVED - That 3 candidates be shortlisted for formal interview.

At this point, the meeting was adjourned and would be reconvened on 18th June 2019 in order to undertake the formal interview process.

The meeting was reconvened on 18th June 2019
Councillors J Lewis (Chair), D Chapman, D Cohen, D Coupar, J Heselwood
and A Scopes were all in attendance.

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

The Director of Resources and Housing and the Human Resources Service Manager were in attendance at the meeting in an advisory capacity. Also in attendance was a representative from Proventure who were undertaking the Executive search and selection process.

Having considered the submitted information in respect of the shortlisted candidates, the Committee undertook the formal interview process for the position of Chief Officer, Human Resources, 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 Andrew Dodman be offered the position of Chief Officer, Human Resources, subject to the conclusion of the associated notification processes, as set out within the Officer Employment Procedure Rules.