



Minutes

Name of meeting	EMPLOYMENT COMMITTEE
Date and time	FRIDAY 18 DECEMBER 2009
Venue	COMMITTEE ROOM 2, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Present	Cllrs David Pugh (Chairman), Peter Bingham, Dawn Cousins, John Howe, Heather Humby, Tim Hunter-Henderson
Officers Present	Steve Beynon, Claire Shand, Paul Thistlewood
Other members present (non-voting)	Cllr Margaret Webster (for minute 6)

1. **Declarations of Interest**

There were no declarations received at this stage.

2. **Terms of Reference**

The Committee was reminded of the terms of reference as agreed by full council on 28 October 2009.

Discussion took place on the role of the committee in the appointment process for senior officers. It was noted that the terms of reference should be amended to reflect the proposed senior officer structure to be debated later in the meeting. This would reflect the posts of Strategic Directors and Deputy Directors.

With regard to appointments those of Strategic Director, Director and Deputy Director level would be the responsibility of the full committee. The process for Heads of Service would be undertaken in accordance with the constitution by a panel of 5 members.

RESOLVED :

THAT the terms of reference be amended to reflect the posts of Strategic Directors and Deputy Directors.

3. **Exclusion of Public and Press**

The Chairman raised the ability of other members of the council being able to attend the committee when it dealt with confidential issues in the absence of

the public and press. It was felt that if an item was of a general personnel matter then any interested member could attend to observe. It would however be inappropriate for a member to be present for an item dealing with a specific person.

RESOLVED :

THAT under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, namely minute number 4, on the grounds that there is likely to be disclosure of exempt information as defined in paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Act and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

4. Confidential Report of the Chief Executive

(a) Senior Management Structure

The Chief Executive reported on the proposed revised senior management structure and outlined the rationale for the changes. These would address capacity issues in some areas and link in with the key priorities contained within the Corporate Plan.

RESOLVED :

The proposed senior management structure as identified in Appendix 1 be ratified and the Chief Executive be given delegated authority to make minor changes to final job titles of functions associated with the posts involved.

(b) Recruitment Process for Vacant Senior Posts

The Chief Executive reported on the need to fill four senior posts following the ratification of the senior management structure considered in the previous item.

RESOLVED :

- (i) THAT the proposal to recruit four senior posts be agreed

(The Committee adjourned at 9.40 am and reconvened at 11.35 am)

5. Exclusion of public and press

RESOLVED :

THAT under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, namely minute number 6, on the grounds that there is likely to be disclosure of exempt information as defined in paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Act and in all the circumstances of the

case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

6. Appointment of Head of Adult Social Care

Members considered the process for the appointment of Head of Adult Social Care which it was proposed would now be on a seconded basis for a fixed period.

RESOLVED :

THAT a panel comprising Cllrs Bingham, Cousins, Howe, Humby and Webster be established to undertake the appointment process for the Head of Adult Social Care.

CHAIRMAN