



Minutes

Name of meeting	EMPLOYMENT COMMITTEE
Date and time	MONDAY, 28 JANUARY 2013 COMMENCING AT 2.00 PM
Venue	COUNCIL CHAMBER, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Present	Cllrs David Pugh (Chairman), Reg Barry, George Brown, Edward Giles, Heather Humby, Stuart Hutchinson
Officers Present	Steve Beynon, Davina Fiore, Claire Shand, Simon Wiggins

7. [Minutes](#)

RESOLVED :

THAT the Minutes of the meeting held on [11 June 2012](#) be confirmed.

8. [Declarations of Interest](#)

There were no declarations received at this stage.

9. [To Establish an Employment Sub Committee](#)

The Deputy Director of Resources (Corporate Governance) and Monitoring Officer introduced the item, stating it was a within the Council's Constitution for the Employment Committee to establish an Employment Sub Committee to consider any grievance or disciplinary matters for senior officers.

It was highlighted that whilst there had not been a requirement for such a Sub Committee to date, it would be a prudent measure to ensure that such an arrangement was in place in a politically proportionate manner, should it be required to consider such matters in the future.

RESOLVED:

THAT an Employment Sub Committee be established to consider any grievance or disciplinary matters, comprising of three members of the main committee on a politically proportionate basis, with the appointment of actual members delegated to the Corporate Governance Manager in accordance with the wishes of the relevant Group Leaders.

10. **Report of the Chief Executive**

The Chief Executive stated that a number of senior staff posts were due to become vacant in the coming months, mostly due to retirement. It was noted that the report sought to begin a process of identifying a strategic partner for search and recruitment relating to any future vacant senior posts, with a view to entering a call-off contract arrangement.

It was highlighted that a call-off arrangement would ensure the costs to the council were kept to a minimum, all work undertaken by the preferred agency would be at an agreed price and the council would retain the flexibility to engage another agency, should it wish. It was also confirmed the length of the contract would be two years, although break points would be built throughout the contract.

During the course of the meeting amendments to the published recommendation were suggested by the Chief Executive and the Leader.

RESOLVED:

THAT approval be given for the Strategic Director of Resources and the Head of Human Resources to begin the process to secure a strategic partner for search and recruitment for any future vacant senior posts. Furthermore, subject to the agreement of the Procurement Board, to appoint such a partner following that process.

CHAIRMAN