

EMPLOYMENT COMMITTEE

A meeting of **Employment Committee** will be held on

Friday, 16 December 2011

commencing at **11.30 am**

The meeting will be held in the Christie Room, PDC, Town Hall, Torquay

Members of the Committee

Councillor Pritchard (Chairman)

Councillor McPhail (Vice-Chair)

Councillor Faulkner (J)

Councillor Thomas (D)

Councillor Morey

Our vision is working for a healthy, prosperous and happy Bay

For information relating to this meeting or to request a copy in another format or language please contact:

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EMPLOYMENT COMMITTEE AGENDA

1. **Apologies**

To receive apologies for absence, including notifications of any changes to the membership of the Committee.

2. **Declarations of interest**

(a) To receive declarations of personal interests in respect of items on this agenda

For reference: Having declared their personal interest members and officers may remain in the meeting and speak (and, in the case of Members, vote on the matter in question). If the Member's interest only arises because they have been appointed to an outside body by the Council (or if the interest is as a member of another public body) then the interest need only be declared if the Member wishes to speak and/or vote on the matter. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

(b) To receive declarations of personal prejudicial interests in respect of items on this agenda

For reference: A Member with a personal interest also has a prejudicial interest in that matter if a member of the public (with knowledge of the relevant facts) would reasonably regard the interest as so significant that it is likely to influence their judgement of the public interest. Where a Member has a personal prejudicial interest he/she must leave the meeting during consideration of the item. However, the Member may remain in the meeting to make representations, answer questions or give evidence if the public have a right to do so, but having done so the Member must then immediately leave the meeting, may not vote and must not improperly seek to influence the outcome of the matter. A completed disclosure of interests form should be returned to the Clerk before the conclusion of the meeting.

(Please Note: If Members and Officers wish to seek advice on any potential interests they may have, they should contact Democratic Services or Legal Services prior to the meeting.)

3. **Urgent items**

To consider any other items that the Chairman decides are urgent.

4. **Minutes**

To confirm as a correct record the Minutes of the meeting of the Committee held on 23 November 2011.

(Pages 1 - 2)

5. **Exclusion of the Press and Public**

To consider passing a resolution to exclude the press and public from the meeting prior to consideration of the following item on the agenda on the grounds that exempt information (as defined by the Local Government (Access to Information) Act, 1985) is likely to be disclosed.

6. **Appointment of Director of Children's Services**
To consider the appointment for the post of the Director of Children's Services.

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Minutes of the Employment Committee

23 November 2011

-: Present :-

Councillor Pritchard (Chairman)

Councillors Cowell and Darling

380. Apologies

Apologies for absence were received from Councillors McPhail and Thomas (D).

381. Minutes

The Minutes of the meeting of the Committee held on 2 June 2011 were confirmed as a correct record and signed by the Chairman.

382. English Riviera Tourism Company Appointment of New Member

Resolved:

That Vince Flowers be appointed to the Board of the English Riviera Tourism Company.

383. Recruitment of Directors

The Committee considered the submitted Report on the appointment, remuneration, job descriptions and terms and conditions of the top team of Directors (namely Director of Children's Services, Director of Adult Services & Resources and Director of Place & Resources). It was noted that, following the decision of the Council on 29 September 2011 and the outcome of consultation with the Commissioners, the Chief Executive took an urgent Council decision to reconfigure the posts of Director of Adults Services & Resources and Director of Place & Resources to 0.8 FTE.

During consideration of the item in Minute 383 the press and public were formally excluded from the meeting on the grounds that the item involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

Resolved:

- (i) that the urgent decision of the Chief Executive to reconfigure the director positions be noted;

- (ii) that the job descriptions, salary levels and terms and conditions of contract for the Director of Adults Services and Resources, Director of Children's Services and Director of Place and Resources (as set out at Appendix 1 to the submitted Report) be approved;
- (iii) that Caroline Taylor be appointed via slotting in to the post of Director of Adults Services and Resources and that Charles Uzzell be appointed via slotting in into the post of Director of Place and Resources, subject to the appointments being notified to every member of the Executive with a given time period by which to object to the proposed appointment and for the Committee to consider any objections. The start date to be 1 April 2012 with a transition period commencing on 1 January 2012;
- (iv) that the interviews for the post of Director of Children's Services be conducted in December 2011 by this Committee, supported by the Chief Executive and a Human Resources Advisor, with observers to be identified by the Chief Executive; and
- (v) that the appointment to the post of Director of Children's Services be determined following the interviews, subject to the appointment being notified to every member of the Executive with a given a time period by which to object to the proposed appointment and for the Committee to consider any objections.

(Note: In accordance with Standing Order A19.5, Councillor Darling required his abstention from voting on the decision in Minute 383 to be recorded.)

Chairman