

## Appointments Etc Panel

Friday, 20 December 2019, 1.00 pm

### Present:

### Minutes

Mr A T Amos, Mr M E Jenkins, Mr R C Lunn,  
Mr S J Mackay, Mr A P Miller and Mr A Stafford

### Available papers

The Agenda papers (previously circulated), a copy of which will be attached to the signed Minutes.

**1220 Named Substitutes**

None.

**1221 Apologies and Declarations of Interest**

None.

**1222 Election of Chairman**

Mr Amos was elected Chairman.

**1223 Election of Vice-Chairman**

Mr Miller was elected Vice-Chairman.

**1224 Confirmation of Minutes**

**RESOLVED:** that the minutes of this meeting be circulated to Members of the Panel and be signed by the Chairman in the light of any comments on their accuracy received within 7 days of their circulation.

**1225 Exclusion of Press and Public**

**RESOLVED:** that the press and public be excluded from the meeting for the following item as it is likely that exempt information relating to any individual will be disclosed and the public interest in maintaining the exemption outweighs the public interest in disclosure.

**1226 Senior Management Structure - Chief Officers Economy and Infrastructure**

**Summary of the proceedings during which the press and public were excluded (this is a fair summary of the proceedings and there are no exempt minutes)**

Following approval by Council of Organisational Re-Design proposals, an Appointments Panel held on 27 September 2019 approved the approach for appointments to the Chief Officer posts in accordance with the Council's policies.

Consultation commenced with all Chief Officers and recognised Trade Unions on 4 October 2019 and closed on 2 November 2019. The post of Assistant Director for Highways and Transport Operations was not appointed to during the consultation with Chief Officers and therefore the Panel was asked to confirm arrangements for permanent recruitment.

The recruitment process for Chief Officers would usually involve advertising the post externally and internally simultaneously. However, the Panel discussed whether the process might be adapted to advertise internally initially to enable potential candidates to apply who could be suitable for this post as they were identified as “talent”. This would potentially shorten the timescale needed to recruit to the position. The Strategic Director advised that he believed there would be suitable internal candidates.

In response to questions, officers confirmed the long-listing and short-listing process for the vacant post if an internal advertisement resulted in suitable candidates applying for the role.

**RESOLVED that recruitment to the post of Assistant Director for Highways and Transport Operations be commenced with the post being advertised internally first via the “Expressions of Interest” process before commencing an external recruitment campaign.**

The meeting ended at 1.21 pm

Chairman .....