

NORTH LINCOLNSHIRE COUNCIL
APPOINTMENT AND EMPLOYMENT COMMITTEE

Thursday 14 September 2023

PRESENT: - Councillor Waltham MBE in the chair.

Councillors L Foster, Hannigan, Poole and Swift.

The meeting was held at the Church Square House.

93 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS-** There were no declarations made by members.

94 **EXCLUSION OF THE PUBLIC - Resolved** - That the public be excluded from the meeting for consideration of the following items (minutes 95 to 97 refer) on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

95 **RECRUITMENT TO THE POST OF CHIEF EXECUTIVE -**
The Director: Economy and Environment submitted a report which considered the recruitment process for the post of Chief Executive and associated terms and conditions of the post which was required following the announcement that Chief Executive of North Lincolnshire Council would be leaving the authority on 31 October 2023. In order to ensure that the council had the capacity at the executive level to discharge the council's statutory requirements and achieve the council's ambitions and priorities, it was proposed that the council embarks on this process with immediate effect.

The Director explained that an analysis of a range of chief executive posts had been undertaken and her report provided a job description in an appendix and proposed the level of a single point salary for the post. A suggested recruitment and selection timetable and process was also set out in the report.

It was moved by Councillor Waltham MBE and seconded by Councillor Hannigan -

(a) That the recruitment of a Chief Executive be carried out with immediate effect in line with the proposals outlined in the Director's report and (b) that the terms and conditions of the post in accordance with the council's pay policy requirements, also set out in the report, be approved.

It was then moved by Councillor S Swift and seconded by Councillor L Foster as an amendment –

That subject to proper and meaningful consultation with Trade Unions, the recruitment of a Chief Executive be carried out with immediate effect in line

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with the initial proposals outlined in the Director's report

Amendment Lost

Motion Carried

96 INTERIM ARRANGEMENTS 1

The Director: Economy and Environment submitted a report which considered proposals for interim arrangements for key statutory responsibilities associated with the roles of Chief Finance Officer (S151) and Monitoring Officer together with cover for associated legal responsibilities following the announcement that the Director: Governance and Communities and the Assistant Director: Governance and Partnerships were leaving their roles.

The above post's responsibilities included the Chief Financial Officer (S151) and Monitoring Officer statutory functions which all authorities must provide.

The proposed interim arrangements were set out in the report and would be effective from when the above postholders left their posts until such time that a new postholder was in place or alternative arrangements were made.

It was moved by Councillor Waltham MBE and seconded by Councillor Hannigan –

That the interim appointments for key statutory responsibilities for the roles of Chief Finance Officer (S151) and Monitoring Officer and cover for associated legal responsibilities of the Assistant Director: Governance and Partnerships as set out in the Director's report be approved.

It was then moved by Councillor S Swift and seconded by Councillor L Foster as an amendment –

(a) That subject to proper and meaningful consultation with Trade Unions, that the interim appointments for the roles of Monitoring Officer and cover for associated legal responsibilities of the Assistant Director: Governance and Partnerships be approved, and (b) that the proposed externalisation of the Chief Finance Officer (S151) role not be carried out and further options be explored and costed fully.

Amendment Lost

Motion Carried

97 URGENT ITEM – INTERIM ARRANGEMENTS 2-

This report was considered after the chair decided it was urgent so that the committee can give consideration to and approve any proposed

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arrangements and make any associated recommendations which are likely to require final approval by Council at its scheduled meeting on 5 October 2023.

The Director Economy and Environment submitted a report which proposed interim arrangements for and appointment to the Head of Paid Service (including Returning Officer) subject to necessary approval by the Council, and considered temporary organisation structural changes and further interim arrangements associated with this.

The report stated that in order to ensure that the council had the capacity at executive level to discharge the statutory Head of Paid Service responsibilities and to cover the remaining functions of the vacant Director: Governance and Communities, proposed changes had been made to the senior management structure and job titles as detailed in appendix 1.

It was moved by Councillor Waltham MBE and seconded by Councillor Hannigan –

(a) That the interim arrangements for and appointment of the Head of Paid Service (and Returning Officer) as set out in the report be agreed in principle, subject to approval by Council on 5 October 2023, and (b) that the temporary structural changes and further interim arrangements associated with the above arrangement as set out in the Director's report be approved.

It was then moved by Councillor S Swift and seconded by Councillor L Foster as an amendment –

That no changes be made to the Senior Management structure of the council, interim or otherwise until such times as a Chief Executive is in post.

Amendment Lost

Motion Carried