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NORTH LINCOLNSHIRE COUNCIL

APPOINTMENT AND EMPLOYMENT COMMITTEE

Wednesday 10 January 2024

Chairman:	Councillor Robert Waltham MBE	Venue:	Room G01e/G02e, Church Square House, Scunthorpe
Time:	11.00 am	E-Mail Address:	Richard.Mell@northlincs.gov.uk

AGENDA

1. Substitutions
2. Declarations of Disclosable Pecuniary Interests and Personal or Personal and Prejudicial interests (if any)
3. To approve as a correct record the minutes of the meetings held on 20 October 30 October and 22 November 2023. (Pages 1 – 6)
4. Any other items that the chair decides are urgent by reason of special circumstances that must be specified.

The public are likely to be excluded from the meeting for consideration of the following item on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

5. To interview for the post of Chief Financial Officer (S151)

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APPOINTMENT AND EMPLOYMENT COMMITTEE (SPECIAL MEETING)

20 October 2023

PRESENT: - Councillor Waltham MBE in the chair.

Councillors L Foster, Gosling, Rose and C Sherwood.

The committee met at Church Square House, Scunthorpe.

- 98 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS, PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS** – There were no declaration made by members.
- 99 **MINUTES – Resolved** – That the minutes of the proceedings of this committee held on 14 September 2023, having been printed and circulated amongst the members, be taken as read and correctly recorded and signed by Chair.
- 100 **EXCLUSION OF THE PUBLIC - Resolved** - That the public be excluded from the meeting for consideration of the following item (minute 101 refers) on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).
- 101 **RECRUITMENT TO THE POST OF CHIEF EXECUTIVE –**
Further to minute 95, the Director: Outcomes submitted a report which requested the committee to consider and approve applicants/candidates to take part in the final selection process for the post of Chief Executive, and to approve the content of the final selection process to be held on 30 October 2023. Full candidate details were attached as an appendix to the report.
- Resolved** – (a) That four candidates as identified in the Director’s report be invited to attend the final selection process, and (b) that the content of the final selection process set out in paragraph 2.5 of the report be approved.

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**APPOINTMENT AND EMPLOYMENT COMMITTEE
(SPECIAL MEETING)**

30 October 2023

PRESENT: - Councillor R Waltham in the chair.

L Foster, Gosling, Hannigan and Reed.

The committee met at Church Square House, Scunthorpe.

102 **DECLARATIONS OF DISCLOSABLE PECUNIARY, PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS** - There were no declarations of interests made by members.

103 **EXCLUSION OF THE PUBLIC – Resolved** – That the public be excluded from the meeting for consideration of the following item (minute 104 refers) on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of part 1 of Schedule 12A of the Local Government Act 1972(as amended).

104 **TO INTERVIEW FOR THE POST OF CHIEF EXECUTIVE –** Further to minute 101, the Committee met as the final part of a ‘selection day’ process to receive a presentation from and interview three candidates for the post of Chief Executive. Following the presentations and interviews, if the committee was minded to appoint to the post it was, in accordance with the council’s Constitution, required to recommend the appointment to Council for its consideration and approval because the post was designated as Head of the Paid Service.

The candidates during their interviews delivered a 10-minute presentation on a specific subject, and then responded to several questions asked by all members of the committee.

Recommended to Council – (a) That an appointment to the post of Chief Executive be made, and Alison Barker be appointed as the Chief Executive of North Lincolnshire Council, and (b) that a start date be agreed by the Director: Outcomes in consultation with the Leader.

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APPOINTMENT AND EMPLOYMENT COMMITTEE

22 November 2023

PRESENT: - Councillor R Waltham in the chair.

A Davison, L Foster, Hannigan and Poole.

The committee met at Church Square House, Scunthorpe.

105 **DECLARATIONS OF DISCLOSABLE PECUNIARY, PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS** - There were no declarations of interests made by members.

106 **EXCLUSION OF THE PUBLIC – Resolved** – That the public be excluded from the meeting for consideration of the following items (minute 107 and 108 refer) on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972(as amended).

107 **COUNCIL MANAGEMENT STRUCTURE** – The Head of Paid Service/ Director: Outcomes submitted a report which considered the management structure of the council to ensure continued leadership and effective resource allocation to enable the council to achieve its outcomes and priorities. The management structure of the council must have the capacity to achieve the council's outcomes and priorities and following the announcement that the Director Children's and Families was due to leave their role, consideration needed to be given to the statutory responsibilities associated with posts at this level. In order to strengthen this capacity, develop talent from within the organisation and succession plan for the future, a change to the council management structure was explained, proposed and set out in Appendix 1 of the report.

The report also considered proposals to embark on a recruitment process with immediate effect for the post of Chief Finance Officer (S151 Officer) and the corresponding job description was attached at Appendix 2.

Resolved – (a) That the recommended change to the council's management structure to include the post of Executive Director: People and the designation to that post of the Director: Adults and Health be approved; (b) that the proposal to embark on the recruitment of a Chief Finance Officer (S151 officer) be approved, (c) that authority be given to the Head of Paid Service/Director: Outcomes to approve the outcome of the council's Job Evaluation process for the post of Chief Financial Officer and (d) that the

Committee acknowledges the need to keep its talent pool within the organisation and explore the market externally where appropriate.

(Councillors A Davison and L Foster wished to be recorded as dissenting against part (a) of the resolution above).

- 108 **PRESENTATION BY THE ASSISTANT DIRECTOR: CHILDREN'S HELP AND PROTECTION AND THE ASSISTANT DIRECTOR: SAFEGUARDING AND ASSURANCE (Deputy DASS)** – Pursuant to minute 107 above, the Committee received separately two presentations, one prepared and delivered by the Assistant Director - Children's Help and Protection and one prepared and delivered by the Assistant Director - Safeguarding and Assurance (Deputy DASS) on a set specific subject. The Committee asked questions on both presentations which were answered by the above post holders.

Resolved – (a) That the Assistant Director - Children's Help and Protection be appointed as a development opportunity to the post of Director: Children and Families on a date to be determined by the Head of Paid Service, and (b) that the Assistant Director - Safeguarding and Assurance (Deputy DASS) be appointed as a development opportunity to the post of Director: Adults and Health on a date to be determined by the Head of Paid Service.