

NORTH YORKSHIRE COUNTY COUNCIL

CHIEF OFFICERS APPOINTMENTS COMMITTEE

Minutes of the meeting held at County Hall, Northallerton on Monday, 26 April 2004.

County Councillors J M Duggan, Bill Hoult, Murray Naylor, Caroline Seymour, Peter Sowray and John Weighell.

COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK

1. ELECTION OF CHAIRMAN

RESOLVED –

That County Councillor John Weighell be elected as Chairman of the Chief Officers Appointments Committee.

COUNTY COUNCILLOR JOHN WEIGHELL IN THE CHAIR

2. RESIGNATION OF DIRECTOR OF SOCIAL SERVICES – ARRANGEMENTS FOR APPOINTMENT OF SUCCESSOR

CONSIDERED –

A report of the Chief Executive Officer, together with submissions by three recruitment consultancies – Gatenby Sanderson, Tribal and Veredus.

The Chief Executive Officer introduced his report saying that, although the primary purpose of the Committee was to appoint a Sub-Committee to deal with the interviews and formal appointment of the Director of Social Services, there were issues relating to the preliminary stages of recruitment which he was seeking guidance from Members on. He said that he strongly recommended employing recruitment consultants, rather than simply advertising the post, in order to increase both the size and the quality of the field of candidates who might be attracted. He referred to the submissions made by Gatenby Sanderson, Tribal and Veredus and advised Members of the Committee on indicative costings which had been provided by each Company. He stated that one of the key issues affecting the likely response to the recruitment exercise was the salary which was to be offered and said that there might be issues which Members needed to consider relating to performance related pay and market supplements. He acknowledged that the time table proposed in the report was ambitious but stressed the benefits in the County Council having made an appointment of a successor, before the existing Director of Social Services left her post.

Members of the Committee discussed the perceived benefits and draw backs of offering the post on either a fixed term basis or as a permanent appointment, including consideration of any benefits arising from a fixed term contract which might be subsequently extendable by mutual agreement. After an extended debate, Members concluded that the best view of candidates might be attracted by the County Council taking an open approach, at this stage, and firming up its position in discussion with whichever recruitment consultants it appointed, including the possibility of being

prepared to discuss with the preferred candidate(s) the term of any contract to be offered.

Members considered the proposed time table for the appointment, as set out in the report, and suggested that it might be necessary to take a little longer in making the appointment, although urgency was required. It was agreed that the Appointments Sub-Committee should seek to hold interviews during the week beginning 15 June.

The Members of the Committee considered the submissions made by the three firms of recruitment consultants and, on the basis of the content and timing of their submissions and the expectations of the staff likely to be involved from each firm in this particular appointment, the Committee agreed to the appointment of Gatenby Sanderson and authorised the Chief Executive Officer to negotiate the most advantageous terms for the County Council with that company.

Members of the Committee then discussed the appropriate salary level to refer to in advertising the post. Members noted that, although no Chief Officer posts had been advertised at the Council for some years, the Council's more recent experience of appointment Business Unit Heads had been successful when advertising salary rates up to a stated figure, but with a salary progression scale below that figure to be used for the appointment, rather than a spot salary. Members of the Committee agreed that this would be an appropriate way forward and that the post should be advertised at up to £100K.

RESOLVED –

- (a) That Gatenby Sanderson be offered a contract for the recruitment of a new Corporate Director for Social Services and that the Chief Executive Officer agree terms with the Company on the most advantageous achievable basis for the County Council.
- (b) That the post be advertised on a sliding scale up to £100,000 pa and the consequential effects on other Chief Officer posts be noted.
- (c) That the terms of the contract be agreed by the relevant parties later in the recruitment process.
- (d) That the Appointments Sub-Committee seek to make an appointment during the week beginning 15 June, 2004.

3. APPOINTMENT OF APPOINTMENTS SUB-COMMITTEE

CONSIDERED –

The delegated powers of the Chief Officers Appointments Committee, as set out in the Constitution, in particular relating to the appointment of Chief Officers other than the Chief Executive Officer.

Members of the Committee considered possible alternatives for the numbers of seats on any Appointments Sub-Committee, taking into account the effect that would have on the proportional allocation of seats to the three major groups on the Council.

RESOLVED –

That an Appointments Sub-Committee for the Director of Social Services be appointed with five Members, the seats being allocated Conservatives – 3: Liberal Democrat – 1: Labour - 1 and that the following Members be appointed:-

Conservatives – County Councillors Murray Naylor, Caroline Patmore and John Weighell.

Substitutes – County Councillors Clare Wood and Peter Sowray.

Liberal Democrats – County Councillor Michael Pitts, Substitutes – County Councillors Bill Houlton and Caroline Seymour.

Labour – County Councillor David Billing, Substitute – County Councillor J M Duggan.