

DRAFT

Note: These Minutes will remain DRAFT until approved at the next meeting of the Committee

PERSONNEL COMMITTEE

MINUTES OF THE MEETING HELD ON MONDAY, 11 SEPTEMBER 2023

Councillors Present: Stuart Gourley (Chairman), Biyi Oloko (Vice-Chairman), Antony Amirtharaj and Matt Shakespeare

Also Present: Sarah Clarke, Samantha Hodson, Sadie Owen

Apologies for inability to attend the meeting: Councillor Jeff Brooks

1. **Apologies for Absence**

Apologies were received from Councillor Jeff Brooks.

2. **Declarations of Interest**

There were no declarations of interest received.

3. **Appointment of the Council's Director of Children's Services (DCS) & Director of Adult Social Services (DASS)**

Samantha Hodson introduced the report (Agenda Item 3) concerning the appointment of the Council's Director of Children's Services (DCS) and Director of Adult Social Services (DASS) and noted an amendment in relation to section 4.4 of the report which referred to section 3.1.3 of Part 3 of the Council Constitution rather than section 1.3, Part 11.

It was explained that there had been a rigorous interview to appoint the two officers and that the Committee was being asked to designate the two statutory appointments.

Councillor Biyi Oloko suggested that it would have been beneficial for the Committee to have received a more detailed summary of the process and candidates interviewed.

Sarah Clarke explained the distinction between the recruitment process, which had taken place, and the appointment to statutory posts which was the role of the Personnel Committee.

Councillor Stuart Gourley queried the number of applications received. Samantha Hodson reported that there had been thirteen applications which had been shortlisted to four interviewees for the role of DCS and seven applications which had been shortlisted to three interviewees for the role of DASS.

Councillor Antony Amirtharaj noted that one of the appointments was an internal candidate and queried whether there had been different process for external and internal candidates. Samantha Hodson explained that a recruitment partner had been appointed to support the process and that they had undertaken the initial candidate selection, which had been the same for both internal and external candidates.

Councillor Gourley reported that he had received feedback from the four Portfolio Holders who had taken part in the interview panels and that all were fully supportive of the appointments made.

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Councillor Matt Shakespeare proposed, and Councillor Oloko seconded the recommendations within the report.

RESOLVED that: Personnel Committee

- Designated Paul Coe as the DASS on a permanent basis effective 13 September 2023.
- Designated AnnMarie Dodds as DCS on a permanent basis effective 16 October 2023 (unless she can assume the role earlier).
- Agreed that the post of DCS be held on an interim basis by the Executive Director (People – Adult Social Care) until 16 October 2023 or until the new postholder commences. This means that Paul Coe will continue as DCS on an interim basis until AnnMarie Dodds can assume the post on a permanent basis.

4. Date of Next Meeting

The Committee agreed to hold the next meeting on 16 January 2024 at 6.30pm.

(The meeting commenced at 6.30 pm and closed at 6.41 pm)

CHAIRMAN

Date of Signature