

Minutes

of the Meeting of the
Employment Committee
Monday, 1st July 2019

held at the Winter Gardens, Weston-super-Mare, Somerset.

Meeting Commenced: 1pm Meeting Concluded: 2.58pm

Councillors:

Nigel Ashton	P Michael Bell
A Andy Cole	P Ciaran Cronnelly
P Donald Davies	A Wendy Griggs
P Karin Haverson	P Sandra Hearne
P Mike Solomon (substitute for Andy Cole)	P Roz Willis

P: Present

A: Apologies for absence submitted

Officers in attendance: Nick Brain (Head of Legal and Democratic Services), Paul Morris (Head of Performance, Improvement and Human Resources), Effion Price (Assistant Director Safeguarding), Heather Sanders (Democratic Services), Jo Walker (Chief Executive)

EMP 14 Election of Chairman for the Municipal Year 2019/20 (Agenda item 1)

Resolved: that Councillor Donald Davies be elected as Chairman for the Municipal Year.

EMP 15 Declaration of Disclosable Pecuniary Interest (Standing Order 37)

None.

EMP 16 Minutes of the Meeting held on 11 June 2019 (Agenda item 5)

Resolved: that the minutes of the meeting be approved as a correct record.

EMP 17 Director of Finance post (Urgent item)

The Chairman ruled that this matter be considered as an urgent item of business as the council progresses the budget setting processes and development of its new corporate plan it was essential that stable staffing arrangements were in place to deliver financial advice and it was in the public interest that arrangements were therefore implemented urgently to support the sound management of the council's financial affairs.

Following the Employment Committee having been unable to make an appointment to the Director of Finance post the Chief Executive had been tasked with bringing forward proposals for a more lengthy interim proposal to address the requirement for ongoing financial management pending future consideration of permanent arrangements. Presenting her report the Chief Executive reported that she had formulated a proposal and had completed consultation with affected staff in the last few days.

Resolved:

- 1) that the current Director of Finance vacancy be dealt with on an interim basis through a secondment of the Head of Support Services to the Director of Finance role for a period up to May/June 2020 (the conclusion of that period to be determined by the Chief Executive), the creation of a JM8 post filled through an internal secondment opportunity and backfilling of the successful candidate's post through a further secondment opportunity; and
- 2) that the Chief Executive take all necessary steps to conclude the appointments described.

EMP 18 Exclusion of the press and public (Agenda item 7)

Resolved: that the press, public, and officers not required by the Members, the Chief Executive or the Director, to remain during the exempt session, be excluded from the meeting during consideration of the following item of business on the ground that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.

EMP 19 Interviews for Director of Public Health and Regulatory Services (Agenda item 8)

The Chief Executive/Head of Performance, Improvement and Human Resources updated the committee regarding the selection process for the post, following which the Committee interviewed the selected candidate.

Resolved:

- (1) that Matt Lenny be offered the post of Director of Public Health and Regulatory Services, subject to continuing professional development under the supervision of both Public Health England and the Faculty of Public Health Medicine; and
- (2) that the Head of Performance, Improvement and Human Resources be authorised to make all the necessary arrangements.

Chairman
