

CHIEF OFFICERS APPOINTMENTS PANEL

MEETING, 20TH MAY, 2009

Present – Councillors Ashcroft, Hayes, Kay, Morris, Mrs Thomas and J Walsh.

Also in Attendance

Mr. S. Harriss	-	Chief Executive
Mr. S. Jones	-	External Advisor
Mrs. V. Ridge	-	Principal Democratic Services Officer

1. APPOINTMENT OF CHAIRMAN

Resolved – That Councillor Morris be appointed Chairman of the Appointments Panel for the ensuing Municipal Year.

Councillor Morris here took the Chair

2. APPOINTMENT OF VICE-CHAIRMAN

Resolved – That Councillor Mrs Thomas be appointed Vice-Chairman of the Appointments Panel for the ensuing Municipal Year.

3. MINUTES

The minutes of the proceedings of the meeting of the Appointments Panel held on 12th November, 2008 were submitted and signed as a correct record.

4. EXCLUSION OF PRESS AND PUBLIC

Resolved – That, under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as specified in paragraph 1 (information relating to an individual) of Part 1 of Schedule 12A to the Act; and that it be deemed that, in all the circumstances of the case, the public interest in their exemption outweighs the public interest in their disclosure.

5. CHIEF EXECUTIVE'S APPRAISAL

Mr Steve Jones, External Advisor, submitted a report that updated the panel on the progress made in the delivery of the Chief Executive's appraisal objectives and work programme.

The appraisal document used the agreed leadership competency framework as a basic structure, with some additional factors relevant to the unique circumstances of the Chief Executive.

Following agreement of the initial appraisal the Chief Executive had reviewed the key objectives and produced a more detailed work programme.

An appendix to the report provided a summary of the possible future objectives and work programme for 2009/2010.

Resolved – That the content of the appraisal be agreed together with the future objectives and work programme for 2009/2010.

6. REVIEW OF SENIOR POSTS

(a) Chief Executive

Mr Steve Jones, External Advisor, submitted a report which outlined the outcome of the Pay and Grading Review for the Chief Executive.

The report stated that a number of factors had been considered as part of the review and these related to the following:-

- The market and comparables;
- Other payments;
- Other factors; and
- Recognising exceptional performance, recruitment and retention.

The report also outlined the proposals, following the review, as a basis for consultation.

Resolved – That the proposals as detailed in the report be approved as a basis for consultation with the Chief Executive.

(b) Chief Officers Pay and Grading Review

The Chief Executive submitted a report which detailed the outcomes of the review into the Pay and Grading for Chief Officers.

The report provided information in relation to the following:-

- The background to the decision to undertake a pay and grading review for Chief Officers;
- The principles underpinning the review and the approach taken; and
- The outcomes of the review and the proposed new pay structure.

Resolved – That the Chief Officer Pay Review as detailed in the report be approved as a basis for consultation.

(The meeting started at 4.30 p.m. and finished at 5.10 p.m.)

