

## Minutes of a meeting of the Staffing Committee held on Wednesday 9 October 2013 at City Hall, Bradford

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Commenced 0905

Concluded 0920

### PRESENT – Councillors

CONSERVATIVE	LABOUR
Ellis	Green
Miller	Imran Hussain
	Lal

### Councillor Green in the Chair

#### 6. DISCLOSURES OF INTEREST

No disclosures of interest in matters under consideration were received.

#### 7. INSPECTION OF REPORTS AND BACKGROUND PAPERS

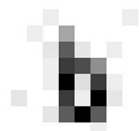
There were no appeals submitted by the public to review decisions to restrict documents.

#### 8. APPOINTMENT OF A STRATEGIC DIRECTOR, CHILDREN'S SERVICES AND APPOINTMENT OF A DIRECTOR OF HUMAN RESOURCES

Members were asked to consider a report by the Chief Executive (**Document "C"**) relating to the appointment of two senior management posts. It was explained that the vacant Director of Human Resources post had arisen as a result of the Senior Management Restructure. The need to recruit to the Strategic Director, Children's Services post had occurred because the current post holder was retiring to pursue other interests.

Document "C" outlined the relevant provisions of the Council's Pay Policy Statement for the year 1 April 2013 to 31 March 2014 and comparisons between the vacant posts and similar posts in other authorities were provided. Comparative salaries within the authority were also discussed.

Members were advised that the Portfolio Holder for Children's Services, whose experience would be valuable in the recruitment process to the post of Strategic Director Children's Services, was not a Member of Staffing Committee and could not, therefore, be included in a sub committee constituted for that appointment process.



It was agreed that Council be requested to delegate responsibility for that appointment to an Appointments Panel to allow him to contribute to the process. It was acknowledged that a similar procedure for the appointment of the Director of Human Resources would also provide Members with the flexibility to constitute that panel accordingly.

The Chief Executive explained the lengthy recruitment process required for appointment to the senior management posts. To prevent delays to the process and to maintain consistent leadership in both departments it was agreed that the Chief Executive in consultation with the Leader could commence the recruitment process in relation to both posts prior to the issue being discussed at the Council meeting being held at the end of the month.

The contribution which the Strategic Director, Children's Services, had made in the district was acknowledged and Members thanked her for her commitment.

**Resolved –**

- (1) That an appointment to the position of Strategic Director, Children's Services in accordance with the Council's Pay Policy Statement subject to Council's approval be made.**
- (2) That an appointment to the position of Director of Human Resources in accordance with the Council's Pay Policy Statement be made.**
- (3) That it be recommended to Council that an Appointments Panel be given delegated responsibility to appoint to the position of Strategic Director, Children's Services and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).**
- (4) That it be recommended to Council that an Appointments Panel be given delegated responsibility to appoint to the position of Director of Human Resources and that the Panel comprise three Elected Members (two Labour and one Conservative) with the membership to be on the nomination of the Leader of Council and Leader of the Conservative Group (and shall include at least one Member of Executive).**
- (5) That the Chief Executive be authorised to commence the recruitment process for the post of Director of Human Resources in consultation with the Leader of Council.**
- (6) That the Strategic Director, Children's Services, be thanked for her valuable contribution to Children's Services in the district and that she be wished well for the future.**

**Action:** *Chief Executive*

Chair

**Note: These minutes are subject to approval as a correct record at the next meeting of the Committee.**