

## Minutes of a meeting of the Staffing Committee held on Wednesday 10 September 2014 at City Hall, Bradford

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Commenced 0915

Concluded 0935

**PRESENT – Councillors**

CONSERVATIVE	LABOUR
Ellis	Green (from 0920)
	Imran Hussain
	Lal

**8. APPOINTMENT OF CHAIR** (Standing Order 35)**Resolved –**

**That Councillor Hussain be appointed as Chair of this meeting of the Appointment Panel.**

**Councillor Hussain in the Chair****9. DISCLOSURES OF INTEREST**

No disclosures of interest in matters under consideration were received.

**10. MINUTES****Resolved –**

**That the minutes of the meetings held on 29 January, 23 June and 16 July 2014 be signed as a correct record (previously circulated).**

**11. INSPECTION OF REPORTS AND BACKGROUND PAPERS**

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

**12. APPOINTMENT PROCESS FOR THE POSITION OF CHIEF EXECUTIVE, STRATEGIC DIRECTOR REGENERATION AND CULTURE AND STRATEGIC DIRECTOR ENVIRONMENT AND SPORT.**

The Chief Executive submitted a report (**Document “C”**) which considered the appointment processes for the positions of the Chief Executive; Strategic Director of Regeneration and Culture and Strategic Director of Environment and Sport.

It was reported that trade unions (Unison and GMB) had been consulted on the proposed senior management structure, including the salary bandings and grades for the posts before they were approved by Executive on 15 January 2013. Those trade unions would also be informed of the intentions to appoint to the roles outlined in the report. It was questioned if other trade unions had been consulted and Members were advised that under national proposals only Unison and GMB were subject to consultation.

It was acknowledged that the senior management structure had been subject to a number of recent changes and agreed that, to maintain stability during unprecedented times, the vacant posts should be filled on a permanent basis as soon as possible.

Members questioned the type of candidate who would be sought for the role of Chief Executive and maintained that the specifications for the role should ensure that the successful candidate was someone who could champion Bradford in the Combined Authority and attract inward investment to the district. It was agreed that there would be in depth discussions to be had when the specific elements of the role were considered.

**Resolved -**

- (1) That it be agreed to appoint to the position of an Interim Chief Executive in the first instance and to appoint a permanent Chief Executive as soon as possible through external recruitment , in accordance with the Council’s Pay Policy Statement and subject to Council’s approval following further internal consultation.**
- (2) That it be agreed to appoint permanently to the posts of Strategic Directors for Regeneration and Culture and Environment and Sport in accordance with the Council’s Pay Policy Statement and that these appointments both be considered on an internal basis.**
- (3) That the responsibilities to appoint to the positions of Chief Executive, Strategic Director of Regeneration and Culture and Strategic Director of Environment and Sport be delegated to Appointment Panels. The panels should each comprise 3 Elected Members; 2 Labour and 1 Conservative with the memberships to be on the nomination of the Leader of Council and the Leader of the Conservative Group and shall include at least one member of Executive.**
- (4) That the Appointments Panel given the responsibility to appoint to the Interim position of Chief Executive, following further internal consultation, should also be reconvened to appoint to the position of permanent Chief Executive.**
- (5) That the Chief Executive be thanked for his service to Bradford over the last eight years and be wished every success for the future.**

**Action: *Interim Head of Human Resources***

**13. EXCLUSION OF THE PUBLIC**

The Committee was asked to consider if the item relating to the dismissal of a post on the grounds of redundancy should be considered in the absence of the public and, if so, to approve the following recommendation:

**Resolved -**

**That the public be excluded from the meeting during consideration of the item relating to the proposal to dismiss a post holder on the grounds of redundancy for the reason that it is likely in view of the nature of the business to be transacted or the nature of the proceedings, that if they were present, exempt information within Paragraphs 1 (information relating to an individual) and 2 (information identifying an individual) of Section 12A of the Local Government Act 1972 (as amended), would be disclosed and it is considered that, in all the circumstances of the case, the public interest in applying these exemptions outweighs the public interest in disclosing the information.**

**14. PROPOSAL TO DISMISS A POST ON THE GROUNDS OF REDUNDANCY.**

The report of the Director of Finance, **Document “D”** set out the background for the proposed deletion of a post on the grounds of redundancy.

**Resolved -**

**That, with the amendment of recommendation 10.3 contained in Document “D” to include the word “full” before “4 months” the recommendations contained in Staffing Committee Not for Publication Document D be unanimously approved**

***Action: Chief Executive***

Chair

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

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THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER