

NORTHUMBERLAND COUNTY COUNCIL

STAFF AND APPOINTMENTS COMMITTEE

At the meeting of the **Staff and Appointments Committee** held at Council Chamber, County Hall, Morpeth on Friday, 28 July 2023 at 10.30 am.

PRESENT

G Sanderson (Chair) (in the Chair)

MEMBERS

A Dale
B Flux
E Simpson

S Dickinson
M Purvis

OFFICERS

H Bowers
S Farrell

S Gerrard

H Paterson
C Sample

Democratic Services Officer
Director of Workforce and Organisational
Development
Director of Law and Governance/Monitoring
Officer
Chief Executive
Lawyer

5 APOLOGIES FOR ABSENCE

Apologies were received from Councillors Hunter, Watson and Wearmouth.

6 MINUTES

RESOLVED that the minutes of the meeting of the Committee held on 15 June 2023, as circulated, be confirmed as a true record and signed by the Chair.

7 APPOINTMENT OF DEPUTY CHIEF OFFICERS - DIRECTOR OF ASSESSMENT AND SAFEGUARDING, DIRECTOR OF ECONOMIC GROWTH, HEAD OF HR, HEAD OF OD AND CULTURE, HEAD OF PUBLIC PROTECTION

Members received a report seeking agreement to the proposed appointment of Director of Assessment and Safeguarding; Head of HR; Head of OD and Culture; Head of Public Protection and Director of Economic Growth.

The Chief Executive and Head of Paid Services, Helen Paterson, introduced the report to committee. The report outlined the thorough process taken to appoint

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the candidates. The Chief Executive emphasised that the assessments for each post were appropriate and thorough.

Sarah Farrell, Director of Workforce and Organisational Development provided the following information in relation to a query on the internally advertised posts:

There were no fixed or definite rules for determining whether to advertise vacancies internally or externally. The posts in question were very different from each other and it was left to the judgement of the respective appointing officers whether they felt there was sufficient internal talent to justify internal advertising only, or, whether the council would benefit from attracting new talent via external advertising. Market research had been conducted to assess the state of the external market and the likelihood of being able to attract external candidates. The external candidates appointed on this occasion possessed excellent skills and were considered to be very strong appointments.

Members agreed that they were happy with the information provided.

Councillor Flux moved the report's recommendations, which was seconded by Councillor Simpson and unanimously agreed.

RESOLVED that the following recommendations be agreed:

- (1) To accept the findings of the selection panel that the preferred candidate be appointed to the role of Director of Assessments and Safeguarding. Details are set out in the attached confidential appendix 1a.
- (2) To accept the findings of the selection panel that the preferred candidate be appointed to the role of Head of HR. Details are set out in the attached confidential appendix 1b.
- (3) To accept the findings of the selection panel that the preferred candidate be appointed to the role of Head of OD and Culture. Details are set out in the attached confidential appendix 1c.
- (4) To accept the findings of the selection panel that the preferred candidate be appointed to the role of Head of Public Protection. Details are set out in the attached confidential appendix 1d
- (5) To accept the findings of the selection panel that the preferred candidate be appointed to the role of Director of Economic Growth. Details are set out in the attached confidential appendix 1e.
- (6) To agree that in the event that any objection is received from the Leader and/or Cabinet that the appointments in question be referred back to this Committee for urgent consideration.
- (7) To note that offers of employment will be subject to all necessary pre-employment checks.
- (8) To note that the effective date of commencement of employment is to be confirmed following all the necessary pre-employment checks.

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(9) To agree National Joint Council for local government salaries as follows:

Role	Band	Range	£
Director of Assessment and Safeguarding	16	£96,416 - £105,006	£
Head of HR	14	£73,511 - £82,100	£
Head of OD and Culture	14	£73,511 - £82,100	£
Head of Public Protection	14	£73,511 - £82,100	£
Director of Economic Growth	16	£96,416 - £105,006	£

CHAIR.....

DATE.....

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