

NORTHUMBERLAND COUNTY COUNCIL
STAFF AND APPOINTMENTS COMMITTEE

At the meeting of the **Staff and Appointments Committee** held at Council Chamber, County Hall, Morpeth on Wednesday, 25 October 2023 at 2.00 pm.

PRESENT

G Sanderson (Chair) (in the Chair)

MEMBERS

B Flux
E Simpson

I Hunter
J Watson

OFFICERS

L M Bennett
S Farrell

Senior Democratic Services Officer
Director of Workforce and Organisational
Development

S Gerrard

Director of Law and Governance/Monitoring
Officer

H Paterson
C Sample
F Stewart

Chief Executive
Lawyer
Lawyer

17 APOLOGIES FOR ABSENCE

Apologies were received from Councillors A. Dale, S. Dickinson, M. Purvis and R. Wearmouth.

18 MINUTES

RESOLVED that the minutes of the meeting of the Committee held on 20 September 2023, as circulated, be confirmed as a true record and signed by the Chair.

19 APPOINTMENT OF DEPUTY CHIEF OFFICER - HEAD OF COMMUNICATIONS AND ENGAGEMENT

The Chief Executive presented the report which confirmed and set out the outcome of a selection process for the Head of Policy and Performance and sought approval for the appointment of the preferred candidate.

RESOLVED

(1) to accept the findings of the selection panel that the preferred candidate be

Ch.'s Initials.....

appointed to the role of Head of Communications and Engagement. Details are set out in the attached confidential appendix 1.

- (2) to agree that in the event that any objection is received from the Leader and/or Cabinet that the appointment in question be referred back to this Committee for urgent consideration.
- (3) To note that the offer of employment will be subject to all necessary pre-employment checks.
- (4) To note that the effective date of commencement of employment is to be confirmed following all the necessary pre-employment checks.
- (5) To agree that the Head of Communications and Engagement receives staff benefits in line with all Council employees and remuneration of £73,511 per annum within pay band 14 (this cost excludes employer's national insurance and employer's pension contributions)

Stephen Gerrard, Director of Law and Corporate Governance (Monitoring Officer left the meeting during consideration of the following item.

20 **DIRECTOR OF LAW AND CORPORATE GOVERNANCE (MONITORING OFFICER) - CONTRACTURAL CHANGE**

The Chief Executive presented the report seeking approval that the current postholder in the role of Director Law and Corporate Governance (Monitoring Officer) be contracted on a permanent basis. It was confirmed that all other terms and conditions of employment, including salary, would remain unchanged.

RESOLVED

- (1) To approve that the current postholder be offered a permanent contract in the role of Director of Law and Corporate Governance (Monitoring Officer).
- (2) Subject to the approval of this committee, to recommend to full Council on 1 November 2023 that the offer of a permanent contract be made.
- (3) To agree that, subject to approval of recommendation 2.1 above, and approval by full Council on 1 November 2023, permanent contractual status be offered from 2 November 2023.

Stephen Gerrard, Director of Law and Corporate Governance (Monitoring Officer) returned to the meeting.

21 **CHANGE TO TERMS AND CONDITIONS OF DIRECTORS AND EXECUTIVE DIRECTORS**

The Director of Workforce and Organisational Development presented the report seeking agreement to start a consultation to change the terms and conditions of service covering staff occupying the roles of Director and Executive Director in the Council, all of whom were classed as Chief or Deputy Chief Officers.

Ch.'s Initials.....

It was confirmed that there were no payroll implications other than that the new terms and conditions were subject to an, as yet, undetermined pay award.

RESOLVED

- (1) To note the proposal from Executive Management Team that the identified group of Chief Officers and Deputy Chief Officers at Director level and above, be accordingly assigned to JNC Chief Officer terms and conditions.
- (2) To approve formal consultation of the affected staff to propose to change their terms and conditions.
- (3) To agree that, subject to there being no significant issues raised during consultation, once consultation has concluded, those staff will be assigned to JNC Chief Officer terms and conditions with an effective date of 1 April 2024. Updated statements of particulars will be issued accordingly.

22 **DATE OF NEXT MEETING**

The next meeting will be held on 5 December 2023, at 1.30 pm in the Council Chamber, County Hall, Morpeth.

CHAIR.....

DATE.....

Ch.'s Initials.....