

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, 29 May 2024 at 1.00 pm.

PRESENT

Councillor R. Wearmouth
Vice-Chair, (in the Chair)

MEMBERS

A Dale
M Purvis
E Simpson

B Flux
J Reid

OFFICERS

L M Bennett
S Farrell

S Gerrard

H Paterson
C Sample

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

1 MEMBERSHIP AND TERMS OF REFERENCE

The membership and terms of reference as agreed at the Council meeting on 1 May 2024, were noted.

2 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors S. Dickinson, H.G.H. Sanderson and J. Watson.

3 MINUTES

RESOLVED that the minutes of the meeting of the Staff and Appointments Committee held on Tuesday, 16 April 2024, as circulated, be confirmed as a true record and signed by the Chair.

4 APPOINTMENT OF DEPUTY CHIEF OFFICER - DIRECTOR OF CHILDREN, YOUNG PEOPLE AND FAMILIES

The Chief Executive presented a report seeking approval of the preferred

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candidate for the post of Director of Children, Young People and Families resulting from the selection exercise on 24 April 2024. The candidate's application was attached to the report as a confidential appendix.

It was noted that the start date had not yet been confirmed but, ideally, there would be a transition period with the current postholder.

RESOLVED

- (1) To accept the conclusion of the selection panel that the preferred candidate (Victoria McLeod) be appointed to the role of Director of Children, Young People and Families. The candidate's CV outlining their skills and experience, and personal statement are attached as confidential appendices.
- (2) That, in the event that any objection is received from the Leader and/or Cabinet, the appointment be referred back to the Staff & Appointments Committee for urgent consideration.
- (3) To note that the offer of employment has been made subject to satisfactory completion of all necessary pre-employment checks.
- (4) To note that the effective date of commencement of employment is yet to be made.
- (5) To recommend to full Council that the Director of Children, Young People and Families receives staff benefits in line with all Council employees and remuneration of £119,800 per annum within pay band 17 (this cost excludes employer's national insurance and employer's pension contributions). Band 17 is as presented below:

BAND 17	68	£119,800
	69	£122,774
	70	£125,748
	71	£128,722

5 APPOINTMENT OF DEPUTY CHIEF OFFICER - DIRECTOR OF COMMISSIONING AND PERFORMANCE

The Chief Executive presented a report seeking approval of the preferred candidate for the post of Director of Commissioning and Performance resulting from the selection exercise on 15 May 2024. The candidate's application was attached to the report as a confidential appendix.

RESOLVED

- (1) To accept the conclusion of the selection panel that the preferred candidate (Phil Howells) be appointed to the role of Director of Commissioning and Performance. The candidate's CV outlining their skills and experience is set out in the confidential appendix.

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- (2) That, in the event that any objection is received from the Leader and/or Cabinet, that the appointment be referred back to the Staff & Appointments Committee for urgent consideration.
- (3) to note that the offer of employment has been made subject to satisfactory completion of all necessary pre-employment checks.
- (4) To note that the effective date of commencement of employment is yet to be confirmed and will depend on notice periods and the rate of check completion.
- (5) To recommend to full Council that the Director of Commissioning and Performance receives staff benefits in line with all Council employees and remuneration of £109,081 per annum within pay band 16 (this cost excludes employer's national insurance and employer's pension contributions. Band 16 is as presented below:

BAND 16	64	£100,157
	65	£103,133
	66	£106,107
	67	£109,081

6 URGENT BUSINESS (IF ANY)

It was reported that the appraisals of the Chief Executive and Executive Directors had all now taken place and all were performing extremely well. The Chair highlighted the strength and depth of the team of the Executive Directors and thanked them for their efforts throughout the year.

7 DATE OF NEXT MEETING

The next meeting will be held on Wednesday, 19 June 2024, at 2.00 pm.

CHAIR.....

DATE.....

Ch.'s Initials.....