

**NORTHUMBERLAND COUNTY COUNCIL**  
**STAFF AND APPOINTMENTS COMMITTEE**

At a meeting of the **Staff and Appointments Committee** held in the Council Chamber, County Hall, Morpeth on Monday 30 January 2023 at 2.00 pm.

**PRESENT**

Councillor G. Sanderson  
(in the Chair)

**MEMBERS**

Dale, A.  
Dickinson, S.  
Flux, B.  
Hunter, E.I.

Purvis, M.  
Simpson, E.  
Watson, J.G.  
Wearmouth, R

**OFFICERS IN ATTENDANCE**

Bennett, L.M.  
  
Binjal, S.  
Elsdon, A.  
Farrell, S.  
O' Farrell, R.  
Sample, C.

Senior Democratic Services Officer  
Interim Director of Governance and  
Monitoring Officer  
Service Director Finance  
Acting Head of HR/OD  
Interim Chief Executive  
Lawyer

One member of the press was present

**49. APOLOGIES FOR ABSENCE**

Apologies were received from Councillor M. Purvis.

**50. MINUTES**

**RESOLVED** that the minutes of the meeting of the Committee held on 20 December 2022, as circulated, be confirmed as a true record and signed by the Chair.

**51. REPORT OF THE INTERIM CHIEF EXECUTIVE AND HEAD OF PAID SERVICE**

**Preferred Candidate Appointment Process – Executive Directors and Director of Corporate Law and Governance**

Ch.'s Initials.....

The report set out the details of the selection process to be undertaken for the following roles:-

Executive Director – Place and Generation

Executive Director – Adults, Ageing and Wellbeing (DASS)

Executive Director – Public Health, Inequalities and Stronger Communities (DPH)

Executive Director – Children and Young People (DCS)

Executive Director – Transformation and Resources (S151)

Director of Corporate Law and Governance (MO)

**RESOLVED** that

- (1) the report be received and the further details of the recruitment process to be conducted during the week commencing 23 January 2023 be noted.
- (2) a supplementary report was to be provided detailing recommended candidates for each role and would be issued on Monday, 30 January 2023, following conclusion of the selection exercises.

## **52. REPORT OF THE INTERIM CHIEF EXECUTIVE AND HEAD OF PAID SERVICE**

### **Preferred Candidates following conclusion of Selection Process for Executive Directors**

A supplementary report, with some confidential appendices, was circulated to Members at the meeting and provided confirmation of the details of the selection processes and that the recruitment processes were planned and conducted in a fair and transparent way. It was noted that the preferred candidate for the Director of Corporate Law and Governance had been offered the post but had declined.

### **Appointment of Executive Director – Transformation and Resources and s151 Officer**

**RESOLVED**

- (1) To accept the findings of the selection panels that preferred candidates be appointed to the role of Executive Director – Transformation and Resources (Section 151 Officer) be accepted. Details set out in the confidential (exempt) 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) Subject to there being no objection from the Leader and/or Cabinet to the appointment, to recommend to full Council that the preferred candidate (details set out in the confidential Appendix 1 to this report) be appointed as

the Executive Director of Transformation and Resources (Section 151 Officer).

- (4) To note that offers of employment will be subject to all necessary pre-employment checks.
- (5) To note that the effective date of commencement of employment is to be confirmed following all the necessary pre-employment checks.
- (6) To agree that the Executive Director of Transformation and Resources (Section 151 Officer) receives staff benefits in line with all Council employees and remuneration of £162,285 per annum (this cost excludes employer's national insurance and employer's pension contributions).

**Appointment of Executive Director – Place and Regeneration; Executive Director – Adults, Ageing and Wellbeing (DASS); Executive Director – Public Health, Inequalities and Stronger Communities (DPH); Executive Director – Children and Young People (DCS)**

**RESOLVED**

- (1) To accept the findings of the selection panels that preferred candidates be appointed to the following roles as follows:
  - i) Executive Director – Place and Regeneration. The preferred candidate (details set out in the confidential Appendix 1 to the report).
  - ii) Executive Director – Adults, Ageing and Wellbeing (DASS). The preferred candidate (details set out in the confidential Appendix 1 to the report)
  - iii) Executive Director – Public Health, Inequalities and Stronger Communities (DPH). The preferred candidate (details set out in the confidential Appendix 1 to the report) and the
  - iv) Executive Director – Children and Young People (DCS). The preferred candidate (details set out in the confidential Appendix 1 to the report).
- (2) To agree that in the event that any objection is received from the Leader or Cabinet that the appointment in question be referred back to this Committee for urgent consideration.
- (3) To note that offers of employment will be subject to all necessary pre-employment checks.
- (4) To note that the effective date of commencement of employment to be confirmed following all the necessary pre-employment checks.
- (5) To agree that appointees receive staff benefits in line with all Council employees and remuneration as follows (the costs shown below exclude employer's national insurance and employer's pension contributions):
  - i) Executive Director – Place and Regeneration – £150,820 per annum

- ii) Executive Director – Adults, Ageing and Wellbeing (DASS) – £150,820 per annum
- iii) Executive Director – Public Health, Inequalities and Stronger Communities (DPH) – £150,820 per annum
- iv) Executive Director – Children and Young People (DCS) – £150,820 per annum

### **53. REPORT OF THE INTERIM CHIEF EXECUTIVE**

#### **Voluntary Redundancy of the Interim Executive Director of Communities and Business Development**

Members received a report outlining the current position regarding Mrs Taylor’s application for voluntary redundancy and requesting agreement to an extension of her current arrangements until 31 March 2023.

In answer to a query, the Interim Chief Executive confirmed that arrangements for the handover of duties were underway.

#### **RESOLVED**

- (1) To approve the voluntary redundancy application of Mrs Taylor, following the business case approval attached as Appendix 1 by the Interim Chief Executive.
- (2) To also approve the payment of £559.92 to cover for the early termination fee associated with Mrs Taylor’s leased vehicle for the reasons as set out in paragraph 3.18 below in this report.
- (3) To agree to extend the arrangement under which Mrs Taylor was undertaking the role of interim Executive Director of Communities and Business Development until 31 March 2023.

### **54. EXCLUSION OF PRESS AND PUBLIC**

The Committee is invited to consider passing the following resolution:

- (a) That under Section 100A (4) of the Local Government Act 1972, the press and public be excluded from the meeting during consideration of the following items on the agenda as they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the 1972 Act, and
- (b) That the public interest in maintaining the exemption outweighs the public interest in disclosure for the following reasons-

<b>Agenda Item</b>	<b>Paragraph of Part I of Schedule 12A</b>
4	1 Information relating to any individual.

**AND** The public interest in maintaining the exemption outweighs the interest in disclosure because disclosure would adversely affect the Authority's interests.

**55. REPORT OF THE INTERIM CHIEF EXECUTIVE AND HEAD OF PAID SERVICE**

**Preferred Candidates following conclusion of Selection Process for Executive Directors**

The Interim Chief Executive clarified some issues raised by Members. He confirmed that, as most of the preferred candidates were internal candidates, there should be a seamless transition into the posts. In the case of the post with an external preferred candidate, interim arrangements were in place until his employment began.

**CHAIR.....**

**DATE.....**