

**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 Thursday, 15 June 2023 at 11.00 am.

**PRESENT**

Councillor G. Sanderson  
(in the Chair)

**MEMBERS**

Dale, A	Simpson, S.
Dickinson, S.	Watson, J.G
Flux, B.	Wearmouth, R
Hunter, I.	

**OFFICERS IN ATTENDANCE**

Binjal, S.	Interim Director of Governance and Monitoring Officer
Farrell, S.	Director of Workforce and Organisational Development
Greally, R.	Assistant Democratic Service Officer
Paterson, H.	Chief Executive and Head of Paid Services
Sample, C.	Lawyer

**1. MEMBERSHIP**

**RESOLVED** that membership be noted.

**2. APOLOGIES**

Apologies were received from Councillor Mark Purvis.

**3. MINUTES**

**RESOLVED** that the minutes of the meeting of the Committee held on 24 May 2023, as circulated, be confirmed as a true record and signed by the Chair.

Ch.'s Initials.....

#### 4. REPORT OF THE CHIEF EXECUTIVE AND HEAD OF PAID SERVICE

Members received a report seeking agreement to the proposed appointment of the Chief Fire Officer and Director of Public Protection, Head of Legal Services and Head of Member Services and Election which had been approved as part of the agreed senior management restructure.

The Chief Executive and Head of Paid Services, Helen Paterson, introduced the report to committee. The report outlined the thorough process taken to appoint the candidates. The Chief Executive emphasised that the assessments for each post were appropriate and thorough. They thanked the current Chief Fire Officer for attending the assessments for that role as it helped them greatly.

All three appointees had undergone extensive assessment including lumina assessment to ensure that those appointed aligned with the values and behaviours embedded in the Council.

Members expressed that they were pleased with the appointments being proposed. There had been lots of engagement with Members and it was felt that the consultation process had been thorough. Members were pleased with the progress of appointments made in line with the Best Delivery programme. They were keen to get the values embedded as quickly as possible and they were confident the new appointments would assist with this.

At this point it was **RESOLVED**

- (1) That under Section 100A (4) of the Local Government Act 1972, the press and public be excluded from the meeting during the remainder of the discussion on this item as it involved the likely disclosure of exempt information as defined in Part I of Schedule 12A of the 1972 Act, and
- (2) 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>
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<b>9</b>	1 and 2 Information relating to any individual and information which is likely to reveal the identity of an individual
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<b>AND</b>	The public interest in maintaining the exemption outweighs the interest in disclosure because disclosure would adversely affect the Authority's interests.
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Members then discussed the salary arrangement for the appointees. It was confirmed that the posts had gone through a job evaluation and the banding was appropriate to provide the necessary incentive to the candidates.

It was then **RESOLVED** to readmit the press and public to the meeting.

Councillor Sanderson moved the report's recommendations, which was seconded by Councillor Wearmouth.

**RESOLVED** that the following recommendations be agreed:

- (1) To accept the findings of the selection panels that the preferred candidate be appointed to the role of Chief Fire Officer and Director of Public Protection. Details are set out in the attached confidential appendix 1a.
- (2) To accept the findings of the selection panels that the preferred candidate be appointed to the role of Head of Legal Services. Details are set out in the attached confidential appendix 1b.
- (3) To accept the findings of the selection panels that the preferred candidate be appointed to the role of Head of Member Services and Elections. Details are set out in the attached confidential appendix 1c.
- (4) 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.
- (5) To note that offers of employment will be subject to all necessary pre-employment checks.
- (6) To note that the effective date of commencement of employment is to be confirmed following all the necessary pre-employment checks.
- (7) To agree that the Chief Fire Officer and Director of Public Protection will align to the National Joint Council for Brigade Managers of Fire And Rescuer Services terms and conditions ('Gold Book') with remuneration aligning to NCC pay grade of Band 17, £139,366 SCP 73. This cost excludes employer's national insurance and employer's pension contributions.
- (8) To agree that the Head of Legal Services will align to National Joint Council for local government terms and conditions with remuneration at £79,240 (SCP 58) on NCC pay grade of Band 14, which ranges between a salary of £73,511 to £82,100.
- (9) To agree that the Head of Member Services and Elections will align to National Joint Council for local government terms and conditions with remuneration at £79,240 (SCP 58) on NCC pay grade of Band 14, which ranges between a salary of £73,511 to £82,100.

**CHAIR**.....

**DATE**.....

Ch.'s Initials.....

*Staff and Appointments Committee, 15 June 2023*