

**MINUTES OF THE  
EMPLOYMENT COMMITTEE**

on 11 March 2019 at 1.30pm

Present:

Councillors R T Whitehead (Chairman), R Massey, A J McQuiggan,  
J A Potter and S R Sullivan

1. **Apologies for Absence**

Apologies for absence were received from Councillors J Galley, J Jeapes and R J Poulter. Councillors McQuiggan and Sullivan had been appointed as substitutes.

2. **Minutes**

The minutes of the meeting on 28 June 2018 were confirmed as a correct record.

3. **Declarations of Interests**

Members were reminded to declare at the appropriate time any personal and prejudicial interests in any of the items of business on the meeting's agenda. None were declared.

4. **Public Questions**

No questions were asked or statements made by members of the public.

**Exclusion of the Public**

**RESOLVED** that under Section 100A(4) of the Local Government Act 1972 the public be excluded from the meeting for items 5, 6 and 7 on the grounds that they involved the likely disclosure of exempt information falling within paragraph 1 of Part 1 of the Schedule 12A to the Act (information relating to an individual).

*Public interest statement:* It is not in the public interest to release information on those items as they concern the interests and circumstances of individuals who have an expectation that such information would not normally be released to the public. To do otherwise would establish a precedent for the future treatment of personal information and may harm the Committee's objective assessment of the suitability of each candidate.

5. **Observed Exercises for Candidates**

Two candidates had been shortlisted for the post of Legal and Democratic Services Manager, the holder of which post was also designated as the Monitoring Officer.

As part of the assessment of their suitability, each candidate was subjected to a number of exercises, observed by the Committee.

6. **Interview of Shortlisted Applicants for Post of Legal and Democratic Services Manager and Monitoring Officer**

Following the observed exercises, the Committee conducted interviews with the two candidates. This was the final stage in a process which had started following the retirement in 2018 of the previous holder of the post of Legal and Democratic Services Manager/Monitoring Officer. Since then, an interim Manager had been appointed pending the long-term filling of the vacancy. The Council had been advised by recruitment and selection consultants in the longlisting and shortlisting of applicants and in the assessment of the shortlisted candidates prior to the formal interview.

7. **Decision on the Appointment of the Legal and Democratic Services Manager and Monitoring Officer**

Having interviewed the shortlisted candidates, the Committee considered which it believed to be the most suitable to be offered the post of Legal and Democratic Services Manager/Monitoring Officer.

**Re-admission of the Public**

At the completion of its deliberations under Items 5, 6 and 7 the Committee re-admitted the public to the meeting

8. **Decision on the Appointment of the Legal and Democratic Services Manager and Monitoring Officer**

**RESOLVED** that:

1. in accordance with Officer Employment Rule 4.8.3.1 the Human Resources Service Manager be requested to consult the Cabinet on the appointment of the preferred candidate as the Legal and Democratic Services Manager/Monitoring Officer; and
2. assuming no objection is received following the consultation with the Cabinet, and pursuant to the authority given to him by the Council on 27 February 2019, the Chief Executive approve the appointment of the preferred candidate and the offer of the post to her.

The meeting closed at 4.45pm

Chairman