

**MINUTES** of the **STAFF APPOINTMENTS COMMITTEE** meeting held in the Elizabeth Room, Endeavour House, Ipswich on Wednesday 7 September July 2011 at 2.00 p.m.

**Present:** Councillors Mark Bee (Chairman), Peter Beer, John Field, Sandy Martin, and Joanna Spicer.

**Officers Present:** Sally Marlow, Head of Strategic HR and Theresa Harden, Business Manager, Democratic Services

**28. Apologies for Absence and Substitutions**

Councillor John Field attended as a substitute for Councillor Kathy Pollard.

**29. Declarations of Interest and Dispensations**

There were none declared.

**30. Minutes of Previous Meeting**

The Minutes of the meeting of 25 July 2011 were agreed, subject to the following amendments:

- a) At paragraph 26, the Reason for Decision should read “The Committee agreed to exclude the press and public from the meeting during the consideration of agenda item 8.
- b) At paragraph 27, the Decision should read:  
“The Committee:
  - i) agreed unanimously to recommend to Cabinet and Council the appointment of Lucy Robinson as Interim Chief Executive and Head of Paid Service
  - ii) agreed, by majority, that the salary level for the Interim Chief Executive should be £150,000 per annum pro-rata.”

**31. Proposal to Change the Salary Scale for the Post of Chief Executive**

Agenda Item 4 was a report by the Head of Strategic HR which proposed to change the salary scale for the post of Chief Executive for Suffolk County Council, in preparation for the recruitment campaign to recruit to this role on a permanent basis.

**Decision:** The Committee agreed by a majority, with one abstention that:-

- a) the salary scale should be reduced from the current level of £157,788 - £225,390 to a new rate which is up to a maximum £160,000.
- b) the revised salary should be a 'spot' salary i.e. it will not be part of an incremental scale.
- c) there would be no element of performance related pay.
- d) future salary increases should be decided by a future Staff Appointments Committee or equivalent, with consideration given to independent and external input.
- e) the appointment to the post of Chief Executive should be made on a permanent basis.

**Reasons for decision:**

The Committee supported a review of the salary scale as:

- a) the salary package would be used in the recruitment campaign for the post of Chief Executive.
- b) due to financial pressures on the organisation.
- c) in light of value for money considerations, in line with local democratic accountability to tax payers.
- d) in light of the continued suspension of increments, other changes to terms and conditions, restructures and reductions in the number of posts.

**Alternative options:** There were none considered.

**Declarations of interest:** There were none considered.

**Dispensations:** There were none reported.

### **32. Business Case for the Recruitment of an Interim Corporate Director (ESE)**

Agenda Item 5 was a report by the Head of Strategic HR which proposed a business case to recruit an Interim Corporate Director (ESE), initially for a period of three months.

**Decision:** The Committee agreed unanimously the business case for the recruitment of an Interim Corporate Director (ESE).

**Reasons for decision:** The Committee agreed the need to recruit to the post on an interim basis of three months for the reasons set out in the report.

**Alternative options:** There were none considered.

**Declarations of interest:** There were none considered.

**Dispensations:** There were none reported.

33. At Agenda Item 6, the Committee was invited to consider whether Agenda Item 7 should be taken without the public (including the press) present.

**Decision:** the committee agreed to exclude the press and public from the meeting during the consideration of agenda item 8.

**Reason for Decision:** The Committee agreed to exclude the press and public for this item pursuant to Section 100(A) of the local Government Act 1972 on the grounds that:

- a) it involved the likely disclosure of exempt information as detailed under paragraphs 1, 2 and 3 of Part 1 of the Schedule 12A of the Local Government Act 1972 (as amended): and;
- b) that in all the circumstances of the cases, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**Comments by other Councillors:** There were no other comments.

**Alternative Proposals:** None considered.

**Declarations of interest:** None declared.

**Dispensations:** None reported.

#### 34. Ratification of the Appointment of Interim Corporate Director (ESE)

The Committee considered Agenda Item 7, Ratification of the Appointment of Interim Corporate Director (ESE).

**Decision:** the Committee unanimously agreed to ratify the decision to appoint Bryn Griffiths to the post of Interim Corporate Director (ESE)

**Reason for Decision:** The Committee supported the appointment of the candidate who had given the best performance against the selection criteria.

**Alternative Proposals:** None considered.

**Declarations of interest:** None declared.

**Dispensations:** None reported

#### 35. Urgent Business

There were no items of urgent business.

The meeting was declared closed at 2.47p.m.

Chairman