

MINUTES of the **STAFF APPOINTMENTS COMMITTEE** meeting held in the Britten Room at Endeavour House, Ipswich on 21 September 2012 at 12.30 p.m.

Present: Councillors Mark Bee, Graham Newman, John Field and Sandy Martin

Officers Present: Claire Gieth, Strategic HR Manager Rupert Smith, Head of Resourcing (CSD), Sue Morgan, Head of Democratic Services

54. Apologies for absence and substitutions

Apologies for absence were received from Councillor Rebecca Hopfensperger.

55. Declarations of interest and dispensations

There were none declared.

56. Minutes of the previous meeting

The minutes of the meeting held on 27 March 2012 were approved as an accurate record and were signed by the Chairman.

57. Business Case for the recruitment of a Corporate Director (CYP) (Children and Young People)

The Committee considered Agenda Item 4, a report by Sally Marlow, Head of Strategic Human Resources, seeking approval of the business case to recruit to the post of Corporate Director (CYP) on a permanent basis and for the post to be advertised with an option to offer a Market Forces Supplement.

In response to questions it was reported that the research into potential candidates had identified a sufficiently strong field from a range of backgrounds who would be likely to submit an application for the post if the salary level was right and reflected the current market. In response to a question about whether the job would change significantly in the future, it was confirmed that there was likely to be a continuing need for a post at this level of responsibility and accountability in the context of changes to the education sector and given the Council's role to lead and encourage employment and education as well as the management of change within the Council.

With regard to pay options the Committee noted the variation in salary between different authorities and the advice of external recruitment agencies who recommended a minimum salary of £140k to £150k to attract strong/experienced candidates. It was recognised that the amount of the Market Forces Supplement would be subject to the calibre of candidate the council wants, budget limitations and the salary expectations of the candidate pool, but with a maximum total salary of £140k.

Councillor Sandy Martin considered that a permanent appointment was a sensible way forward, but did not consider that the Staff Appointments Committee should set salary levels. In relation to the spot salary and Market Forces Supplement, Councillor Martin abstained from voting.

Decision: the Committee agreed:

(a) to approve the business case for the recruitment of a permanent Corporate Director (CYP);

(b) by a majority, that a spot salary within the Director and Director Higher pay scales (£98,393 - £126,733) be offered with an option to offer a Market Forces Supplement up to a maximum total salary of £140k.

Reason for Decision: The Committee recognised the importance of making a permanent appointment to this key post and was satisfied that the salary may need to reflect the current job market to attract a candidate with the right skills and experience.

Alternative Proposals: The Committee did not consider that it was appropriate to continue with the current interim arrangements.

The Committee considered that the benchmarking data indicated that appointing to a spot salary within the Director/ Director Higher pay scale alone would not be sufficiently high to attract strong/experienced candidates for the role.

Declarations of interest: None reported

Dispensations: None reported.

The meeting closed at 1.21 pm