

MINUTES of the **STAFF APPOINTMENTS COMMITTEE** meeting held at Endeavour House, Ipswich on Friday, 28 October 2016 at 5.55 p.m.

Present: Councillors Beccy Hopfensperger, Colin Noble, Sandy Martin, Bill Mountford and Richard Smith

Supporting officers present: Deborah Cadman OBE, Chief Executive, Jaime Milton, HR Business Partner and Sue Morgan, Head of Democratic Services.

108. Election of Chairman

Councillor Richard Smith proposed and Councillor Beccy Hopfensperger seconded the appointment of Councillor Colin Noble as Chairman for the meeting. There were no other nominations.

Decision: Councillor Colin Noble was elected as Chairman for the meeting.

109. Apologies for absence and substitutions

Apologies were received from Councillor Derek Hackett who substituted by Councillor Bill Mountford and Councillor Tony Goldson, who was substituted by Councillor Richard Smith. Councillors Mountford and Smith had been members of the selection panel.

110. Declarations of interest and dispensations

There were no declarations of interest made and no dispensations given.

111. Minutes of the previous meeting

The minutes of the meeting on 16 August 2016 were approved as an accurate record and subsequently signed by the Chairman.

112. Exclusion of the Public and Press

The Committee was asked to consider whether or not the public (including the press) should be excluded from the meeting during consideration of Agenda Item 6 pursuant to Section 100(A) of the Local Government Act 1972.

Decision: The Committee agreed to exclude the public and the press during consideration of Agenda Item 6 on the grounds that:

- a) it involved the likely disclosure of exempt information as detailed in paragraphs 1 (information relating to any individual), 2 (information that is likely to reveal the identity of an individual) and 3 (information relating to the financial or business affairs of any particular person) of Part 1 of

Schedule 12A, as amended, of the Local Government Act 1972 (as amended); and

- b) in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

Reason for Decision: The committee considered that it was likely that exempt information under the Section 100(A) of the Local Government Act 1972 would be disclosed and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Alternative Proposals: None considered.

Declarations of interest: None declared.

Dispensations: None reported.

113. **Appointment of the Director for Adult and Community Services**

At Agenda Item 6, a report by the Chief Executive sought the Committee's approval to the appointment of a Director of Adult and Community Services for Suffolk County Council.

The Chairman confirmed that the recruitment process had been completed as intended, but the selection Panel had determined not to make an appointment at this time. The Panel had previously agreed, at its meeting on 16 August 2016, that Sue Cook would continue in the combined role of Corporate Director for Children's and Adults Services until a new appointment was made and the successful individual started in the role.

Members reviewed the selection process and commented on the need for the Interview Panel to receive information about the candidates at least 24 hours in advance, the need to reflect on the outcomes of psychometric testing, the benefits of including questions arising from the psychometric testing, reducing the number of questions for the Interview Panel to ask and the good practice of linking questions to competencies with key words for assessment.

On a show of hands, Councillors Hopfensperger, Noble, Mountford and Smith supported a recommendation to not make an appointment at this time. Councillor Martin abstained.

Decision: The Committee agreed

- a) Not to make an appointment at this time, and
- b) To instruct the Chief Executive to initiate a further recruitment process, and
- c) To recommend that future recruitment processes take account the need for the interview panel to have information earlier,

Reason for Decision: There was no single candidate who gave the best performance against the selection criteria. The Panel had previously agreed, at

its meeting on 16 August 2016, that Sue Cook would continue in the combined role of Corporate Director for Children's and Adults Services until a new appointment was made and the successful individual started in the role.

Alternative Proposals: None were considered.

Declarations of interest: None declared.

Dispensations: None reported.

The meeting closed at 6.01p.m.

Chairman

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