

CHESHIRE EAST COUNCIL

Minutes of a meeting of the **Staffing Committee**
held on Monday, 14th July, 2008
at the Board Room, Town Hall, Macclesfield

PRESENT

Councillor W Fitzgerald (Chairman)

Councillors A Arnold, Mrs R Bailey, Mrs D Flude, J Hammond and F Keegan

11 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor R Domleo

12 DECLARATIONS OF INTEREST

There were no declarations of interests from members.

Jan Burns, Cheshire County Council Lead Officer, Cheshire East Joint Implementation Team, declared a potential personal interest in Item 21 on the agenda. She briefed Members of the Committee on her personal position in relation to the second tier posts. Members considered this and, in view of the fact that she had no personal interest, agreed she should continue to support the organisational design and recruitment process.

13 PUBLIC SPEAKING TIME/OPEN SESSION

There were no questions from members of the public.

14 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED that under Section 100(A)(4) OF THE Local Government Act 1972, the public and press be excluded from the meeting for the following items of business on the grounds that it would involve the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12(A) of the Act.

15 MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 4 June 2008 were accepted.

16 URGENT ITEMS OF BUSINESS

The Chairman considered the following urgent items of business so that the issues could be settled before the Chief Executive and subsequent Second and Third tier Appointments are made:

Mileage Allowances

Constitutional issue- Powers of the Committee

17 URGENT ITEM: MILEAGE ALLOWANCES

The Committee considered a report that would be determined by the Chairman of the Council under urgency procedures relating to discussions with the Trade Unions on proposals in relation to pay, gradings and key terms and conditions.

RESOLVED: to support the recommendation to the Shadow Council that it agree to apply the NJC provisions in relation to car allowances and not to provide a car lease scheme.

18 URGENT ITEM: CONSTITUTIONAL ISSUE - POWERS OF THE COMMITTEE

Having regard to the decision made in minute 17 above, it was becoming clear that a number of other related matters may also require speedy decision making and it would be helpful for this Committee to be granted delegated authority from the full Council to agree such matters

RESOLVED: that the following recommendation to full Council to amend the Constitution be supported:

“that Council delegate all decision making relating to Staffing matters which, in the opinion of the Interim Monitoring Officer, do not have significant financial impact on the Council, (such matters being reserved for Council) to this Committee provided that such functions are not Executive functions as defined in the relevant Regulations and the Local Government Act 2000.”

19 URGENT ITEM: EXECUTIVE MEMBER PARTICIPATION AT STAFFING COMMITTEE MEETINGS

Consideration was given to enabling Executive Members to participate freely in the Staffing Committee by way of substitutes. It was noted that within the Council's Constitution the following provision had been made. Rule 1 of Appendix 5 to the Council's Procedure Rules relating to Committees and Sub Committees (Procedure Rule No 23.) allowed a Group by Notice to the Interim Monitoring Officer to vary its representation on a Committee or Sub Committee.

Similarly Rule 2 permitted the Shadow Council to approve from time to time lists of approved reserve Members from each political group who may act as reserve members for each Committee and Sub Committee. Council Procedure Rules 38 and 49 also set out the provisions for attendance of Members and supply of Agenda and Minutes to those Members for meetings of Committees and Sub Committees for which they were not appointed members.

The Committee also considered best practice in respect of attendance by Members at all Staffing Committee meetings in connection with the selection and recruitment of a particular post.

RESOLVED: that for Second tier appointments:-

- (1) to adopt the best practice of consistent attendance by Members of the Committee at meetings related to the selection and recruitment of a particular post and
- (2) Cabinet Members with the relevant Portfolio holding also be present as substitutes at such meetings, subject to the provisions contained within the Council's Procedure rules.

20 APPOINTMENT OF A CHIEF EXECUTIVE

The Committee considered the long listed candidates and the initial assessment by the approved consultants.

RESOLVED:

- (1) that Candidates M ,I ,F A and L be shortlisted for interview; and
- (2) the format for the final selection process be agreed.

21 APPOINTMENT OF SENIOR MANAGERS

The Committee discussed issues relating to the recruitment of the second tier posts.

RESOLVED:

- (1) to consider the remuneration of the second tier posts at the meeting on 24 July 2008; and
- (2) the process and broad timetable for the appointment of tier two posts be agreed.

The meeting commenced at 10.00am and concluded at 13.00pm

CHAIRMAN