

# **CHESHIRE EAST COUNCIL**

Minutes of a meeting of the **Staffing Committee**  
held on Friday, 28th June, 2019 at S10, Westfields, Middlewich Road,  
Sandbach CW11 1HZ

## **PRESENT**

Councillor C Bulman (Chairman)  
Councillor Q Abel (Vice-Chairman)

Councillors J Clowes, D Flude, L Jeuda, M Simon and A Stott

## **Councillors in attendance**

Councillors D Murphy (Part 1 of meeting only)

### **1 APOLOGIES FOR ABSENCE**

Apologies were received from Councillor L Wardlaw.

### **2 DECLARATIONS OF INTEREST**

No declarations were made.

### **3 PUBLIC SPEAKING TIME/OPEN SESSION**

There were no members of the public present.

### **4 RECRUITMENT AND SECTION FOR THE HEAD OF PAID SERVICE**

The Committee considered a report seeking approval of the arrangements to commence the process to recruit to the post of Head of Paid Service (Chief Executive).

In accordance with the Employment Procedure Rules, the Staffing Committee was required to approve the job description and specification, determine whether the post was recruited to internally or externally and agree the salary for the new appointment.

The proposed job description and specification for the Head of Paid Service (Chief Executive) was attached at Appendix 1 to the report. This had been amended from the previous version to include reference to the Council's environmental vision.

The Council had recently engaged Penna Executive Search to support senior recruitment to key roles across the Council and it was recommended that Penna be used to support an external recruitment process.

Consideration was given to the salary range for the position. The Council's Pay Policy Statement gave the salary range for the Head of Paid Service as £156,075 to £166,075. Following discussion the Committee proposed that the salary range should be reduced to £151,000 to £161,000 and that Council be recommended to amend the Pay Policy Statement to reflect this.

**RESOLVED:** That

- 1 the job description and specification for the post of Head of Paid Service, as set out in Appendix 1 to the Report, be approved;
- 2 the post be advertised externally with support from Penna Executive Search; and
- 3 Council be recommended to amend the Pay Policy Statement 2019-20 as follows:

3.5 Chief Officer remuneration

**Chief Executive – Tier 1**

- The salary package of the post is within the range of £151,000 to £161,000.

**5 EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED:**

That the press and public be excluded from the meeting during consideration of the following item pursuant to Section 100(A)4 of the Local Government Act 1972 as amended on the grounds that it involved the likely discussion of exempt information as defined in Paragraphs 1 and 2 of Part 1 of the Schedule 12A of the Local Government Act 1972 and the public interest would not be served in publishing the information.

**6 APPOINTMENT OF DIRECTOR OF FINANCE AND CUSTOMER SERVICES**

The Committee interviewed the candidates for the position of Director of Finance and Customer Services.

**RESOLVED:**

That Council be recommended to approve the appointment of Alex Thompson to the position of Director of Finance and Customer Services (S151 Officer), at the inclusive salary of £86,603 subject to satisfactory references and Cabinet consultation.