

Employment Committee

Minutes of the meeting held on Thursday 1 July 2021 at the Town Hall, Royal Leamington Spa at 6.00pm.

Present: Councillor Tracey (Chairman); Councillors; Bartlett, B Gifford, Hales, Kennedy, Kohler, Mangat and Margrave.

6. **Apologies and Substitutes**

(a) there were apologies for absence from Councillor Day, Grey and Tangri; and

(b) there were no substitutes.

7. **Declarations of Interest**

There were no declarations of interest made.

8. **Head of Place & Economy**

The Committee considered a report from the Chief Executive that provided an update regarding recruitment of the Head of Place and Economy as part of the creation of the Joint Warwick District Council (WDC) and Stratford-on-Avon District Council (SDC) Joint Management Team, along with the proposed selection process for the newly created Head of Place and Economy.

At Council on 5 August 2020, it was agreed that employees may be placed at the disposal of 'the other Council' as required, under a Section 113 Agreement. To date all posts subject to an Agreement had been Head of Service level or above, so had been brought to the Employment Committee.

Where WDC was identified as the lead employer, the SDC Portfolio Holder was invited into the process as a stakeholder group as part of the first stage interview providing feedback to the shortlisting panel, but with no decision-making responsibilities.

At its meeting on 15 June 2021, this Committee agreed to the principle of a Head of Place and Economy covering the Planning Policy, Projects and Economic Development activities of WDC and of SDC and that a further detailed report would be brought to agree the process of implementation for that post.

SDC would be leading on this recruitment and they were taking a report to their Employment & Selections Committee on 6 July 2021 to confirm arrangements for this process. Their proposed programme was set out in the report.

For the recruitment of the Head of ICT, WDC undertook the recruitment process with only limited involvement from the relevant SDC Portfolio Holder. On review of this and following closer working relationship that had now formed with SDC, while they were leading on this recruitment the

Leader and Chief Executive of SDC offered more detailed engagement with WDC Councillors as a step towards future working and recruitment exercises, which it was anticipated a joint approach would be brought forward later in the year.

As with the recruitment for the Head of ICT Services, West Midlands Employers would provide independent external support during the selection process.

Consultation had begun with the affected officers who were already in post as part of the organisational redundancy and policy procedure to ring fence vacancies in order to prevent the likelihood of a redundancy situation.

Following the wider reports in recent weeks it was considered appropriate to ensure the Constitution should be updated as soon as possible to reflect the changes that had been made.

Members of the Committee had concerns that if the dates were to be confirmed it could be possible that one or more of the members of the Panel would not be available on the specific date. Therefore to allow for this, an amendment to the recommendation in the report was suggested by the Democratic Services Manager & Deputy Monitoring Officer that if this occurred a replacement to the role could be appointed by the Chairman of the Committee in consultation with the Head of People & Communications. This was accepted by the Committee.

It was proposed by Councillor Day and seconded by Councillor Bartlett and

Recommended to Council that Article 12 to the Constitution, and the Structure Chart that forms Part 7 of the Constitution, is updated to reflect this change and authorises officers, in consultation with the Leader, to update the scheme of delegation to reflect these revisions and report them to Council on 28 July 2021 to come into effect from 2 August 2021.

Resolved that

- (1) the creation of a shared post, appointed to by SDC, Head of Place and Economy, be approved and this will be in accordance with a Section 113 Agreement, be noted;
- (2) Councillor Bartlett, Hales, Kennedy and Kohler of this Committee be appointed to join Councillor Cooke, as Portfolio Holder, as stakeholder panel to support the SDC recruitment process;
- (3) if one of the representatives of this Committee are unable to attend the Panel the Chairman, in consultation with the Head of People & Communications, be authorised to appoint a

replacement Councillor from this Committee;
and

- (4) the reason for this meeting to be called with less than five clear days notice was to enable the recruitment process to move forward as swiftly as possible, be noted.

(The meeting ended at 6.10pm)

CHAIRMAN
7 September 2021