

APPOINTMENTS & REMUNERATION COMMITTEE

1 SEPTEMBER 2025

Present:

Councillors Bullivant, Clarence and Palethorpe (Substitute)

Apologies:

Councillors Keeling and Parrott

Officers in Attendance:

Phil Shears, Managing Director

Tim Slater, Head of Human Resources and Organisational Development

Charlie Fisher, Democratic Services Team Leader and Deputy Monitoring Officer

The meeting started at 3.00 pm and finished at 3.24 pm.

14. ELECTION OF A CHAIR

It was **proposed** by Councillor Bullivant and **seconded** by Councillor Clarence and

Resolved

that Councillor Palethorpe be elected as the Chair for this meeting.

15. MINUTES

It was **proposed** by Councillor Palethorpe and **seconded** by Councillor Clarence and

Resolved

that the minutes of the previous meeting be agreed as a correct record and signed by the Chair.

16. DECLARATIONS OF INTEREST (IF ANY)

None received.

17. EXCLUSION OF PRESS AND PUBLIC

It was **proposed** by Councillor Palethorpe and **seconded** by Councillor Bullivant and

Resolved

That the press and public be excluded from the meeting for the following items of business under Section 100(A)(4) of the Local Government Act 1972 on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 and 2 of Schedule 12A of the Act namely relating to any individual and information likely to reveal the identity of an individual and in accordance with Section 36 of the Freedom of Information Act 2000, by virtue of

the fact that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

18. RECRUITMENT OF THE DIRECTOR OF CORPORATE SERVICES AND SECTION 151 OFFICER

The Committee considered the report to agree the recruitment arrangements for the Director of Corporate and Section 151 Officer and to recommend to Full Council interim arrangements for the Section 151 Officer role.

The Section 151 Officer is a statutory role which the Council must appoint to, as per section 151 of the Local Government Act 1972.

The Appointment and Remuneration Committee must decide upon the recruitment process leading to recommendations of the appointment of Statutory Chief Officers.

The Committee agreed the process to run an external advertising campaign, followed by an interview panel for candidates with the Senior Leadership Team and the relevant Portfolio Holder. The process would also include a competency-based interview, written exercise and psychometric testing.

Following the process, the Appointments and Remuneration Committee would need to meet to approve the nominee and make a recommendation of an appointment to Full Council.

The current Head of Financial Services and Audit is the Deputy S151 Officer and is suitably qualified and experienced to undertake the role on an interim basis.

Councillors discussed the contents of the report, the recruitment process and asked questions relating to the content of the report. Officers present responded orally to the questions.

Following the conclusion of the discussion on the report it was **proposed** by Councillor Palethorpe and **seconded** by Bullivant and it was **Resolved** that the Press and Public be re-admitted to the meeting.

Councillor Clarence asked question regarding the current position of the Local Government Re-organisation process. The Managing Director responded orally.

It was **proposed** by Councillor Palethorpe and **seconded** by Councillor Bullivant and it was

Resolved that

- A) The Committee approves the recruitment process for the Director of Corporate & Section 151 Officer as laid out in this report; and
- B) Recommends to Full Council that the Head of Financial Services and Audit is appointed as Section 151 Officer to cover the period from the retirement of the current post holder to the appointment of their successor.

Chairman

This page is intentionally left blank