



Complete Agenda

Democratic Service
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

CHIEF OFFICERS APPOINTMENTS COMMITTEE

Date and Time

10.30 am, TUESDAY, 7TH NOVEMBER, 2023

Location

Hybrid

**Siambr Hywel Dda, Council Offices, Caernarfon LL55 1SH
and Virtually via Zoom**

Contact Point

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(DISTRIBUTED Monday, 30 October 2023)

CHIEF OFFICERS APPOINTMENTS COMMITTEE

MEMBERSHIP (15)

Plaid Cymru (10)

Councillors

Annwen Hughes
Nia Wyn Jeffreys
Menna Trenholme
Dafydd Meurig
Ioan Thomas

R Medwyn Hughes
June Jones
Olaf Cai Larsen
Dyfrig Siencyn
Gwynfor Owen

Independent (5)

Councillors

Eryl Jones-Williams
Angela Russell
Anne Lloyd-Jones

Beth Lawton
Rob Triggs

Ex-officio Members

Chair and Vice-Chair of the Council

AGENDA

1. ELECT CHAIR

To elect Chair for 2023/24

2. ELECT VICE CHAIR

To elect Vice Chair for 2023/24

3. APOLOGIES

To receive any apologies for absence.

4. DECLARATION OF PERSONAL INTEREST

To receive any declaration of personal interest

5. URGENT ITEMS

To note any items that is a matter of urgency in the view of the Chairman for consideration.

6. MINUTES

5 - 6

The Chairman shall propose that the minutes of the meeting of this committee held on 10 February 2023 be signed as a true record

7. EXCLUSION OF PRESS AND PUBLIC

The Chairman shall propose that the press and public be excluded from the meeting during the discussion on the following items due to the likely disclosure of exempt information as defined in paragraph 12, Part 4, Schedule 12A of the Local Government Act 1972.

This paragraph should apply because the report contains information regarding individuals and the individuals in question are entitled to privacy and there is no overriding public interest that requires the disclosure of personal information relating to those individuals, nor their identities. Consequently, the public interest in maintaining the exemption outweighs the public interest in disclosing the information

8. DRAW SHORTLIST FOR HEAD OF EDUCATION

To consider the applications

Information and application forms distributed to Committee members only

CHIEF OFFICERS APPOINTMENT COMMITTEE 10-02-23

Present: **Chair: Cllr Dafydd Meurig**
 Vice-chair: Cllr Menna Jones

Councillors: Annwen Hughes, Nia Jeffreys, Eryl Jones-Williams, Cai Larsen, Beth Lawton, Anne Lloyd-Jones, Gwynfor Owen, Angela Russell and Dyfrig Siencyn

Officers: Dafydd Gibbard (Chief Executive), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Democracy Services Officer)

1. APOLOGIES

Apologies were received from Councillors June Jones, Ioan Thomas and Rob Triggs

2. DECLARATION OF PERSONAL INTEREST

None to note

3. URGENT ITEMS

None to note

4. MINUTES OF THE PREVIOUS MEETING

The Chair signed the minutes of the previous meeting of this committee, held on 28 October 2022 as a true record

5. ANNUAL REPORT OF THE COUNCIL WORKFORCE'S PAY POLICY

The Chief Executive presented the report, noting that there was a statutory duty on each Council to prepare an annual Pay Policy Statement. In accordance with the Council's decision in adopting a Pay Policy for 2023/24, the Chief Officers Appointment Committee was expected to conduct an annual review of the policy's sustainability and to submit any recommendations following the review of the Pay Policy to the Full Council every year.

In accordance with the decision of the Committee at the meeting on 11 October 2022, the 2023/24 Pay Policy had been revised to reflect the adaptation in the salaries of some of the Council's Heads of Departments. The adaptation was a response to a specific request by the Committee in February 2021 that the Chief Executive completed a review of chief officers' salaries.

Thanks were expressed for the report.

In response to a suggestion that senior officers received additional pay for unsociable hours compared to carers and front-line staff that received standard pay for these hours,

it was confirmed that the senior officers did not receive additional pay and that the Council stood firm by ensuring equality and fairness across the workforce.

RESOLVED

That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council, on 2 March 2023, for adoption for 2023/24

The meeting commenced at 14:00 and concluded at 14:10