
CHIEF OFFICERS APPOINTMENTS COMMITTEE, 26.02.14

Present: Councillor Peredur Jenkins (Chairman)

Councillors Stephen Churchman, Trevor Edwards, Jean Forsyth, Selwyn Griffiths, Alwyn Gruffydd, Louise Hughes, Eric M. Jones, Brian Jones, Liz Saville Roberts, Angela Russell, R.H. Wyn Williams.

Also Present: Harry Thomas (Chief Executive), Alwyn Evans-Jones (Head of Human Resources Department), Geraint Owen (Senior Manager – Human Resources), Iwan Evans (Legal and Executive Service Manager), Dafydd Edwards (Head of Finance Department) and Lowri Haf Evans (Member Support and Scrutiny Officer).

1. WELCOME

The Chairman welcomed everyone to the meeting.

2. APOLOGIES

Apologies were received from Councillors Dyfed Edwards, Sian Gwenllian and Dyfrig Siencyn.

3. DECLARATION OF PERSONAL INTEREST

None to note

4. URGENT ITEMS

None to note

5. MINUTES

The Chairman signed the minutes of the previous meeting of this committee, held on 2 December 2013, as a true record.

6. HEAD OF ADULTS, HEALTH AND WELL-BEING DEPARTMENT

A verbal report was submitted by the Chief Executive highlighting the challenge that faced the Council to appoint a Head of Adults, Health and Well-being Department. A choice was highlighted of either appointing an Interim Head of Department, a Head of Department on a Secondment or to re-advertise. It was resolved that the best method of addressing the risk was to offer a two year secondment. The opinions of Elected Members, Leaders, Cabinet Members, the Chairman and some members of the Appointments Committee were received – some concerns were expressed but no better resolution was available. It was noted that the successful applicant was an experienced Head of Service. The post would commence on 1.4.2014.

Dissatisfaction was highlighted by some Members that the Appointments Committee had not been part of the process – this undermined the order of

Democracy. Although the decision would have been similar, the steps taken to appoint were unacceptable.

The Chief Executive reiterated that he had followed the guidelines of the Constitution – the service was faced with a critical period, therefore, he had a duty to act quickly. The Chief Executive confirmed that a challenging and thorough discussion had taken place and as part of the process, the applicant had been interviewed by an external expert.

The Council had to move forward by making quicker decisions in future.

It was confirmed that the appointment was for a secondment period of two years – the post would be re-assessed at the end of the period. The post of the Head of Customer Care Department would be deleted from the Council's Senior Managers Structure – this had been clearly stated in the appointment terms. Proposed structure in place.

The report was accepted.

7. PAY POLICY REPORT – ANNUAL REVIEW

The Pay Policy Report was submitted to Members by the Chief Executive. There was a legal obligation on all councils in Wales to adopt a Pay Policy for their staff. The statutory provision required that this should be a function of the Full Council.

The Appointments Committee was asked to advise the Council on its Pay Policy for 2014/15. The Pay Policy would be considered by the Full Council on March 6.

- i) **Low Pay**
Specific attention was drawn to the sustainability of pay for the lowest paid staff. As the Head of the Council's Paid Service, the Chief Executive reiterated that the only change he was recommending to the Council's Pay Policy for 2014/15 was in relation to low pay. It was recommended to increase the pay of the Council's lowest paid staff by deleting the two lowest pay scales from the Council pay structure.

The report was welcomed. It was highlighted that Gwynedd was an area that had a low salary level, therefore, the recommendations were to be welcomed.

The recommendation to delete the two lowest pay points from the Council pay structure was accepted.

The Head of Finance Department left the meeting so that the Committee could hold a discussion on the salaries of Chief Officers.

- ii) **Chief Officers' Salaries**

There was no recommendation to make any changes to the Council's Chief Officers' Salaries.

In response to a question, the Chief Executive noted that Gwynedd salaries, compared with neighbouring Counties, were competitive on a Head of Service level, but less competitive on a Directors' level.

The Chief Executive left the meeting so that the Committee could hold a discussion on the salary of the Chief Executive.

iii) Salary of the Chief Executive

The Head of Human Resources Department reported that the salary scale was being included in the Pay Policy for the first time this year.

The information was received.

In response to the Chief Executive's application for early retirement, a meeting timetable in order to appoint a successor was set:

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|----------------|----------------------------------|
| March 12, 2014 | to discuss proposed arrangements |
| April 7, 2014 | to draw up a short list |
| April 29, 2014 | to appoint |

The Appointments Committee was very grateful to the Chief Executive for all his work over the years.

The meeting commenced at 2:00pm and concluded at 3:00pm.