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# CHIEF OFFICERS APPOINTMENT COMMITTEE, 06.05.14

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**Present:** Councillor Peredur Jenkins (Chairman)

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

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

## 1. ELECTION OF CHAIR

**RESOLVED to re-elect Councillor Peredur Jenkins as Chairman of the Committee for 2013/14.**

## 2. ELECTION OF VICE-CHAIRMAN

**RESOLVED to re-elect Councillor Alwyn Gruffydd as Vice-chairman of the Committee for 2013/14.**

## 3. WELCOME AND APOLOGIES

The Chairman welcomed everyone to the meeting.

Apologies were received from Councillors Siân Gwenllian, Brian Jones, Liz Saville Roberts, Dyfrig Siencyn.

## 4. DECLARATION OF PERSONAL INTEREST

5. Nothing to note

## 6. URGENT ITEMS

Nothing to note

## 7. EXCLUSION OF PRESS AND PUBLIC

**RESOLVED to exclude the press and public from the meeting during the discussion on the following item because of the likely disclosure of exempt information as defined in paragraph 12, Part 4, Schedule 12A of the Local Government Act 1972. This paragraph applies because the report contains information relating to specific individuals and those individuals have a right to privacy. There is no public interest that calls for disclosing personal information regarding individuals or for them to be identified. Consequently, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.**

## **8. DRAW UP A SHORT LIST FOR APPOINTING A HEAD OF EDUCATION DEPARTMENT**

The Senior Manager – Human Resources reported that two applications had been received for the post.

Members expressed disappointment regarding the number of applications received. In response, the Chief Executive noted that there was a reference to the pay rate of the Head of Education Department in the 2014/15 Pay Policy Review. It was noted there that the salary of the post was on the level of the lowest quartile (the lowest quartile meant that 75% of the evaluated sector with similar posts had a higher salary). The clause in the report submitted in February 2014 stated. "If the post was to become vacant, then the Council would have to consider market conditions at the time and consider any need for a re-rating of the pay".

It was proposed that the pay policy be reviewed to satisfy the needs of this key post and to re-submit the amended Pay Policy to the Council in July 2014 with the intention of re-advertising at the beginning of September.

This proposal was seconded and voted upon.

(It was acknowledged that the Council would have to make interim arrangements for the Christmas term as a result of the fact that the current Head of Education Department would be leaving his post at the end of August.)

### **DECISION**

**TO REVIEW THE PAY POLICY TO MEET THE NEEDS OF THE POST AND TO RECOMMEND THAT THE COUNCIL ADOPTS THE AMENDED PAY POLICY.**

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