

EMPLOYMENT COMMITTEE

- * Councillor Paul Spooner (Chairman)
- * Councillor Nigel Manning (Vice-Chairman)
- * Councillor Caroline Reeves

*Present

EM22 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTES

There were no apologies for absence.

EM23 LOCAL CODE OF CONDUCT - DISCLOSABLE PECUNIARY INTERESTS

There were no disclosures of interest,

EM24 MINUTES

The Committee approved the minutes of the meeting held on 18 December 2015. The chairman signed the minutes.

EM25 EXCLUSION OF PRESS AND PUBLIC

The Committee

RESOLVED: That, under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Act.

EM26 APPOINTMENT OF A DIRECTOR OF DEVELOPMENT

The Committee considered an update report from the Managing Director and Head of Paid Service on the recruitment and selection arrangements carried out to date for the post of Director of Development.

Councillors were reminded that, following the departure of Chris Mansfield, Neil Taylor had been appointed as Interim Director of Development in September 2015 through an employment agency, Gatenby Sanderson. At the end of last year, the Council carried out a recruitment campaign and selection process using an executive search service, SmartSearch, to recruit a permanent Director of Development. The process had been very positive and a good range and calibre of candidates were sourced.

However, no appointment was made as the candidates did not have the full range of competencies that the Council was seeking. In order to provide time to consider options, Mr Taylor's contract was extended until 13 May 2016.

The Committee was informed that, this year, a number of Executive Search providers were asked to review the Council's remuneration package and the breadth of the role to ensure that the Council was offering a competitive and attractive opportunity in the current market. The responses received and the further discussions held made it clear that the current remuneration

package including lease car allowance, plus Relocation Assistance, was a little low in the current market and recruitment would prove challenging at this level. In addition, the market for Development roles had seen a huge expansion this year within the private sector offering significant salary packages. In order to make an appointment of a high calibre candidate, the Council would need to review its benefits package.

In light of this, the Managing Director had suggested offering Mr Taylor a contract, in his current role of Interim Director of Development until 31 March 2017. A fee had been negotiated with Gatenby Sanderson to enable the Council to appoint Mr Taylor directly as a contractor covering the Director of Development role.

Having considered the proposal, and noted the financial implications for the Council, the Committee

RESOLVED: That the temporary appointment of Neil Taylor as the Interim Director of Development for a period until 31 March 2017, be approved.

Reason for Decision:

To ensure that the Council has this important role filled during the next year.

The meeting finished at 3.20 pm

Signed

Chairman

Date