

# EMPLOYMENT COMMITTEE

6 October 2016

- \* Councillor Paul Spooner (Chairman)
- \* Councillor Matt Furniss (Vice-Chairman)
- \* Councillor Caroline Reeves

\*Present

## **EM9 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTES**

There were no apologies for absence.

## **EM10 LOCAL CODE OF CONDUCT - DISCLOSABLE PECUNIARY INTERESTS**

There were no disclosures of interest.

## **EM11 MINUTES**

The minutes of the meeting of the Employment Committee held on 16 September 2016 were confirmed. The Chairman signed the minutes.

## **EM12 RETIREMENT OF THE MANAGING DIRECTOR AND RECRUITMENT OF HER SUCCESSOR**

The Committee considered a report on proposed arrangements for the retirement of the Managing Director and the recruitment of her successor.

The Committee noted that, in October 2013, the Council had appointed Sue Sturgeon as Head of Paid Service and Managing Director on an initial two year contract. In July 2015, the Council approved a new Corporate Management Team structure and in October 2015 (on the recommendation of the Committee) the Council agreed to make the Managing Director post permanent with Sue Sturgeon continuing in post as Managing Director, Head of Paid Service and Chief Finance Officer (S.151 officer).

The Committee was reminded that, in September 2015, Ms Sturgeon had indicated her intention to retire from the post of Managing Director on 31 March 2017. For a number of reasons, she had indicated that it was now her wish to retire at the end of May 2017.

As it was envisaged that the Council would wish to recruit a new Managing Director, who would also be designated as the Council's statutory Head of Paid Service, the Council would need to follow its procedures for both the recruitment and appointment of a Head of Paid Service, set out in Officer Employment Procedure Rules (OEPR).

The Committee noted that, following discussions with Ms Sturgeon and the Leader of the Council, a procedure and timetable for the recruitment and appointment of her successor, had been agreed provisionally, subject to this Committee's comments and approval by full Council on 6 October 2016.

The Committee was informed that, although Ms Sturgeon would receive her pension on 31 May 2017 without early retirement penalty, the Council would be required to cover any pension strain costs, which had been confirmed as £21,600.

Having considered the report, the Committee

RECOMMEND:

- (1) That the retirement date of 31 May 2017 of the Council's Managing Director, Sue Sturgeon, be confirmed.
- (2) That the Council confirms its wish to retain the Managing Director post and that the post continues to be designated as Head of Paid Service.
- (3) That the process and timetable to appoint a successor Managing Director, with a preferred start date of mid-May 2017, as outlined in Appendix 1 to the report submitted to the Committee, be approved.
- (4) That the pension strain costs of £21,600 be approved.

Reason for recommendation:

To put in place a succession plan for the recruitment of a new Managing Director.

The meeting finished at 5.30pm

Signed .....

Chairman

Date .....