

## **APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE**

**7 OCTOBER 2011**

Councillors : W J Clarke (Chair)                      C P Barnfather  
                  P A Hughes                                    M Paling  
                  M R Payne    C J Powell  
                  M Weisz

Officers in attendance : J Robinson, S Short (East Midlands Councils)  
                                  D Archer (prior to and at the conclusion of interviews)

### **1. MINUTES OF MEETING HELD ON 31 AUGUST 2011**

Under minute 5 (vii) the Chief Executive reported the receipt of a letter from Unison setting out a response to pay protection proposals.

#### **RESOLVED**

- i) to approve the minutes of the meeting held on 31 August 2011 as an accurate record;
- ii) to confirm that the current pay protection arrangements would be amended with immediate effect such that future pay protection would be applied over a four year period at a protected rate of 100% in the first 12 months, 75% in the second 12 months and 50% for a further 24 months from the date of commencing a post at a lower grade;
- iii) to note that the Chief Executive would bring a further report to this Committee in relation to those staff currently in pay protection, following the request from Unison for further consideration of individual circumstances.

### **2. DECLARATIONS OF INTEREST**

None were received.

### **3. EXCLUSIONS OF THE PRESS AND PUBLIC**

#### **RESOLVED that**

Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information, that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the following items on the grounds that the business involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

#### **4. APPOINTMENTS TO THE POSTS OF CORPORATE DIRECTOR**

Consideration was given to a report of the Chief Executive and five current Heads of Service were interviewed for the new posts of Corporate Director. A representative from East Midlands Councils advised the Committee on the outcomes of a Group Exercise that took place earlier in the week and that involved all candidates.

**RESOLVED** that:-

- i) subject to the Monitoring Officer following the notification arrangements set out in the Constitution and receiving no objection from the Leader, to authorise the Chief Executive to make an offer of appointment to the post of Corporate Director to SB and MK;
- ii) subject to the Monitoring Officer following the notification arrangements set out in the Constitution and receiving no objection from the Leader, to authorise the Chief Executive to issue a notice of dismissal by reason of redundancy to PB, JB and DP with their last day of employment to be 31 December 2011 on the understanding that, during the notice period, the Council would use the current agreed protocol to allow these employees to explore redeployment opportunities.