



## **SENIOR APPOINTMENTS COMMITTEE**

**MEETING** : Thursday, 2nd December 2021

**PRESENT** : Cllrs. Cook (Chair), H. Norman (Vice-Chair), Hudson, Hilton and Pullen

### **Others in Attendance**

Jon McGinty, Managing Director

Tanya Davies, Policy and Governance Manager

### **1. DECLARATIONS OF INTEREST**

1.1 There were no declarations of interest.

### **2. PUBLIC QUESTION TIME (15 MINUTES)**

2.1 There were no public questions.

### **3. PETITIONS AND DEPUTATIONS (15 MINUTES)**

3.3 There were no petitions or deputations.

### **4. SENIOR MANAGEMENT STRUCTURE FOR THE COUNCIL**

4.1 The Committee considered the report of the Head of Paid Service concerning proposed changes to the Senior Management structure of the council following the departure of the two Corporate Directors.

4.2 Councillor Cook introduced the report and explained the proposals for the Managing Director's post to revert to a full time position with the City Council and designating two of the Heads of Service as Directors, in recognition of the breadth and depth of service responsibility and accountability already carried by these posts, and more formally recognising them as effective deputies for the MD. He noted that the Local Government Association had been asked to advise on the options available to the council.

4.3 Councillor Hilton stated that he would have liked to have been consulted by the Local Government Association when they were preparing their advice to the council, but that the proposals seemed sensible.

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- 4.4 In response to a question from Councillor Hilton regarding the process for future appointment to the new Director roles and the remaining Head of Service roles, Councillor Cook and the Managing Director confirmed that appointments to Director roles are within the remit of the Senior Appointments Committee, but appointments to Heads of Service were not, though it was likely that senior Councillors would be continue to be consulted in relation to those roles.
- 4.5 Councillor Pullen advised that he supported the proposals and asked for clarification about the appointment process for the posts at the present time.
- 4.6 The Managing Director advised that, based on HR advice, it was not necessary to go through a selection process because the at risk of redundancy and ringfencing requirements that would follow would result in the same outcome. Therefore, it was only necessary to obtain confirmation of salary grades for the posts.
- 4.7 In response to a question from Councillor Hilton, in respect of the role of Monitoring Officer, the Managing Director advised that the appointments could come to Senior Appointments Committee or direct to Council.
- 4.8 In response to a question from Councillor Pullen regarding the proposal for a countywide role focusing on tackling health inequalities, the Managing Director advised that no decision had been made on where the role would be hosted, but that sufficient budget had been set aside to fund the City Council's contribution.

**Time of commencement: 6.00 pm hours**  
**Time of conclusion: 6.12 pm hours**

**Chair**