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Monitoring Officer
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Agenda

Name of meeting	APPOINTMENTS AND EMPLOYMENT COMMITTEE
Date	MONDAY 30 MAY 2022
Time	5.45 PM
Venue	COUNCIL CHAMBER, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Members of the committee	Cllrs L Peacey-Wilcox (Chairman), J Robertson (Vice-Chairman), J Bacon, P Brading, S Ellis and K Love Democratic Services Officer: Marie Bartlett democratic.services@iow.gov.uk

1. **Minutes** (Pages 5 - 6)

To confirm as a true record the Minutes of the meeting held on 9 March 2022.

2. **Declarations of Interest**

To invite Members to declare any interest they might have in the matters on the agenda.

3. **Public Question Time - 15 Minutes Maximum**

Questions may be asked without notice but to guarantee a full reply at the meeting, a question must be put including the name and address of the questioner by delivery in writing or by electronic mail to Democratic Services at democratic.services@iow.gov.uk, no later than two clear working days before the start of the meeting. Therefore the deadline for written questions will be Wednesday, 25 May 2022.



Details of this and other Council committee meetings can be viewed on the Isle of Wight Council's Committee [website](#). This information may be available in alternative formats on request. Please note the meeting will be audio recorded and the recording will be placed on the website (except any part of the meeting from which the press and public are excluded). Young people are welcome to attend Council meetings however parents/carers should be aware that the public gallery is not a supervised area.

4. **Exclusion of the Public and Press**

To consider passing a resolution that, under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, namely Agenda item number 5, on the grounds that there is likely to be disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

5. **Appointment of Director of Adult Social Care and Housing Needs**

6. **Members' Question Time**

A question must be submitted in writing or by electronic mail to Democratic Services no later than 5pm on Thursday, 26 May 2022.

CHRISTOPHER POTTER
Monitoring Officer
Friday, 20 May 2022

Interests

If there is a matter on this agenda which may relate to an interest you or your partner or spouse has or one you have disclosed in your register of interests, you must declare your interest before the matter is discussed or when your interest becomes apparent. If the matter relates to an interest in your register of pecuniary interests then you must take no part in its consideration and you must leave the room for that item. Should you wish to participate as a member of the public to express your views where public speaking is allowed under the Council's normal procedures, then you will need to seek a dispensation to do so. Dispensations are considered by the Monitoring Officer following the submission of a written request. Dispensations may take up to 2 weeks to be granted.

Members are reminded that it is a requirement of the Code of Conduct that they should also keep their written Register of Interests up to date. Any changes to the interests recorded on that form should be made as soon as reasonably practicable, and within 28 days of the change. A change would be necessary if, for example, your employment changes, you move house or acquire any new property or land.

If you require more guidance on the Code of Conduct or are unsure whether you need to record an interest on the written register you should take advice from the Monitoring Officer – Christopher Potter on (01983) 821000, email christopher.potter@iow.gov.uk, or Deputy Monitoring Officer - Justin Thorne on (01983) 821000, email justin.thorne@iow.gov.uk.

Notice of recording

Please note that all meetings that are open to the public and press may be filmed or recorded and/or commented on online by the council or any member of the public or press. However, this activity must not disrupt the meeting, and if it does you will be asked to stop and possibly to leave the meeting. This meeting may also be filmed for live and subsequent broadcast (except any part of the meeting from which the press and public are excluded).

If you wish to record, film or photograph the council meeting or if you believe that being filmed or recorded would pose a risk to the safety of you or others then please speak with the democratic services officer prior to that start of the meeting. Their contact details are on the agenda papers.

If the press and public are excluded for part of a meeting because confidential or exempt information is likely to be disclosed, there is no right to record that part of the meeting. All recording and filming equipment must be removed from the meeting room when the public and press are excluded.

If you require further information please see the council guide to reporting on council meetings which can be found at <http://www.iwight.com/documentlibrary/view/recording-of-proceedings-guidance-note>

All information that is recorded by the council is held in accordance with the Data Protection Act 2018. For further information please contact Democratic Services at democratic.services@iow.gov.uk

Arrangements for Submitting Oral Questions at Meetings of Council and Cabinet:

The front desk “opens” for public wishing to attend the meeting half an hour before the meeting.

In the circumstances that a member of the public wishes to ask an oral question, they should approach the front desk and notify them of their intention. They will be given a form to complete which details their name, town/village of residence, email address and the topic of the question (not the question in full, unless they wish to provide this).

These forms will be numbered in the order they are handed back.

The time for registering questions will be for a 20 minute period (up to 10 minutes prior to the start of the meeting). After that time expires the forms will be collected and given to the Chairman of the meeting.

If time allows after dealing with any written questions, the Chairman will then ask those who have submitted a form to put their question. These will be in the order they were received. As the subject matter is known, the Chairman should be able to indicate which member will reply. If time permits the Chairman may accept further questions.

The option to ask a supplementary question will be at the Chairman’s discretion.

Once the defined period of time allowed for questions has passed (and assuming the Chairman has not extended this) then all remaining oral questions are left unanswered.

No oral question will receive a guaranteed written response, unless the member responding indicates as such.



Minutes

Name of meeting	APPOINTMENTS AND EMPLOYMENT COMMITTEE
Date and Time	WEDNESDAY 9 MARCH 2022 COMMENCING AT 12.30 PM
Venue	COUNCIL CHAMBER, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Present	Cllrs L Peacey-Wilcox (Chairman), P Brading, S Ellis, K Love, J Robertson and I Stephens
Also Present (Non voting)	Cllr G Brodie
Officers Present	Judy Mason, John Metcalfe
Apologies	Cllr J Bacon

1. **Minutes**

RESOLVED

THAT the minutes of the meeting held on 10 July 2020 be approved.

2. **Declarations of Interest**

There were no declarations of interest.

3. **Public Question Time - 15 Minutes Maximum**

There were no public questions submitted

4. **Urgent Business**

There were no items of urgent business

5. **Appointment of Director of Adult Social Care and Housing Needs**

Approval was sought to begin the appointment process of a permanent full- time position of Director of Adult Social Care and Housing needs. It was explained that it was a statutory requirement to fill this position and that the Council had added 'Housing Needs' into the job title as it was felt that social care and housing were closely linked.

It was anticipated that the whole recruitment process would likely take until June 2022 before the appointee was appointed and that they would be subject to a notice period if coming from outside the authority.

Questions were asked about why it had taken so long to begin the process and that, by habitually appointing interims to senior posts, the council was giving the impression of favouring existing Council employees at the expense of forgoing new talent.

It was explained that, appointing an interim for six months lent itself to a more balanced approach which gave continuity and that that the Council shouldn't be at odds with promotion from within. Nurturing existing talent was seen as a positive approach, particularly as there had been previous problems with recruitment to senior positions in the Council.

Questions were asked about whether the Council needed to up the pay scale for this position as it was important that the Council appointed the right person for the job and whether the salary structure offered was too low.

It was highlighted that the Council should not attempt to break its own pay structure by offering more money, and that the salary offered was about in accordance with the council's grading structure however, it would likely attract people stepping up into the role of Director rather than those already in a Director position

The differences between male and female rates of pay were questioned and it was concluded that that had been a deterioration in this area across the council.

It was concluded that the appointment for this position would be carried out in a transparent and fair way.

RESOLVED:

THAT the appointment process for the new Director of Adult Social Care and Housing Needs be approved.

6. **Member's Question Time**

Cllr Brodie submitted a written question regarding the recent media coverage surrounding the Committee's Chairman (MQ 08-22).

CHAIRMAN