



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