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## CHIEF OFFICERS APPOINTMENTS COMMITTEE 11/02/21

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**Present:** Councillors Glyn Daniels, Selwyn Griffiths, Anwen Hughes, Peredur Jenkins, Eric M Jones, Eryl Jones-Williams, Cai Larsen, Dafydd Meurig, Peter Read, Dewi W Roberts, Mair Rowlands, Angela Russell and Dyfrig Siencyn

**Officers:** Dilwyn Williams (Chief Executive), Eurig Williams (Human Resources Advisory Services Manager) and Lowri Haf Evans (Democracy Services Officer).

**Others invited:**

Councillor Edgar Owen (Council Chairman)

**1. ELECT CHAIR**

**To re-elect Councillor Dafydd Meurig as Chair for 2020 - 21**

**2. ELECT VICE CHAIR**

**To re-elect Councillor Alwyn Gruffydd as Vice-chair for 2020 - 21**

**3. APOLOGIES**

Apologies were received from Councillor Alwyn Gruffydd and Councillor Gethin Glyn Williams.

**4. DECLARATION OF PERSONAL INTEREST**

None to note

**5. URGENT ITEMS**

None to note

**6. MINUTES**

The Chair signed the minutes of the previous meeting of this committee, held on 11.02.20, as a true record

**7. EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED** to exclude the press and public from the meeting during the discussion on the following items due to the likely disclosure of exempt information as defined in paragraph 14, Schedule 12A, Local Government Act 1972. This paragraph is relevant as the report contains information about specific

**individuals who have the right to privacy. There is no public interest that calls for disclosing personal information about these individuals which would outweigh the rights of these individuals. Consequently, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.**

## **8. CHIEF OFFICERS SALARIES**

Following a request by Members at the last meeting of the Appointments Committee (February 11 2020), the Chief Executive submitted a review of Chief Officers' salaries.

Following a comprehensive discussion on the contents of the review and the options that had been presented, it was

### **RESOLVED**

- a) To accept that the salaries of some chief officers needed to be reviewed but, in light of the fact that we could be facing a freeze on the salaries of officers within the public sector, to defer giving formal consideration to the content of the Chief Executive's report until the Council's staff received a general pay rise and to revisit the report immediately at that point.**
- b) Increase the salary of the Monitoring Officer at its maximum to approximately £70,000 to avoid any unacceptable risks to the Council, and leave the exact figure to an evaluation in line with the approach noted in the report.**
- c) To advertise the post of Chief Executive at the current terms**

## **9. REOPEN MEETING FOR PRESS AND PUBLIC**

**RESOLVED to re-open the meeting to the press and public**

## **10. ANNUAL REVIEW - COUNCIL'S PAY POLICY**

The Chief Executive presented the report, noting that there was a statutory duty on each Council to prepare a pay policy statement annually. In accordance with the Council's decision in adopting a pay policy for 2012/13, the report was presented, the Chief Officers Appointment Committee was expected to conduct a review of the policy's sustainability and to submit any recommendations following the review of the pay policy to the Full Council annually.

It was reported that there were no amendments to the policy this year, however, in accordance with the Council's Constitution, consideration should be given to the policy's future sustainability.

### **RESOLVED TO ACCEPT THE REPORT IN ACCORDANCE WITH THE RECOMMENDATION**

- That the Appointment Committee proposes the Pay Policy Statement (draft) to the Council on 3 March 2021, for adoption for 2021/22,**

**subject to the amendment of the monitoring Officer's salary (appendix 1) in accordance with decision 8b above.**

## **11. RECRUITMENT AND APPOINTMENT OF CHIEF EXECUTIVE**

Following the Chief Executive's announcement that he intended to retire on 31 March 2021, the Human Resources Manager submitted a report outlining the steps to appoint a new Chief Executive. It was highlighted, in relation to the timetable, that appointing a successor by 31 March would be too ambitious and therefore, following discussions with the Council Leader, the aim would be to fill the post by the beginning of May. It was confirmed that the Chief Executive had agreed to continue with his duties on a part-time basis until a successor had been appointed.

The prospective timetable for the process of appointing a Chief Executive was discussed

During the ensuing discussion, the following observations were noted:

- A proposal to amend the dates due to a clash with other committees and publishing arrangements  
15/04/21 – Interview and recommend candidate – proposed 16/04/21  
21/04/21 – Extraordinary Meeting of the Full Council – proposed 23/04/21
- A suggestion to draft a copy of the Chief Executive's duties and job description to Members for comments.

### **RESOLVED**

**To accept the report regarding the arrangements for the recruitment and appointment of a Chief Executive and agree to the following timetable**

**24 February – advertisement to appear in the press.**

**11 March – closing date.**

**19 March – draw up a short list.**

**Week commencing 22 March – Assessment Centre (Virtual).**

**16 April – Interview and recommend candidate for appointment**

**23 April – Extraordinary meeting of the Full Council to confirm the appointment**

The meeting commenced at 3.00 pm and concluded at 4.30 pm

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**CHAIRMAN**