

Employment Sub-Committee

Final Decision-Maker	Policy and Resources Committee
Lead Head of Service	Angela Woodhouse, Head of Policy, Communications and Governance
Lead Officer and Report Author	Ryan O'Connell, Democratic and Electoral Services Manager.
Classification	Public
Wards affected	All

Executive Summary

This report sets up the Employment Sub-Committee to short list applicants and conduct interviews for a new Director.

Purpose of Report

Decision

This report makes the following recommendations to this Committee:

1. That the Employment Sub-Committee be appointed to conduct interviews for a new Director; and
2. That the Sub-Committee's membership be politically balanced with the membership in accordance with the wishes of Group Leaders.

Timetable

Meeting	Date
Policy and Resources Committee	9 February 2022

Employment Sub-Committee

1. INTRODUCTION AND BACKGROUND

1.1 The constitution sets out that Policy and Resources Committee has responsibility for the following function:

To consider the applications received for the posts of Chief Executive and Directors and to compile a short list for interview and subsequently to interview and make appointments (in the case of the Chief Executive any appointment is subject to confirmation by the full Council)

And that this will be discharged through a Sub-Committee of 5 Councillors.

1.2 The political balance for a Sub-Committee of 5 Members is 3 Conservative Group Members, 1 Liberal Democrat Group Member and 1 Member from either the Maidstone Group or the Independent Group. It has been agreed with the relevant Group Leaders that the Maidstone Group would have the seat.

1.3 Group Leaders have confirmed their current wishes as follows:

Members

Conservative	Liberal Democrat	Maidstone Group
Burton	Khadka	Cox
Parfitt-Reid		
Perry		

1.4 Substitute members will be the relevant group members of P&R who are not already appointed as members of the sub-committee.

1.5 The Committee should be aware that as the Director position is the Director of Mid-Kent Services there will be the involvement of officers and Members from partner authorities in the appointment process.

1.6 The current timetable for the appointment process is as follows:

Role	Closing Date	Longlisting	Technical Interviews (via Teams)	Shortlisting	Final Interviews (in person)
Director of MKS	20/02/22	w/c 21/02/22	w/c 28/02/22	w/c 07/03/22	w/c 14/03/2022

2. AVAILABLE OPTIONS

- 2.1 The Committee need to appoint a Sub-Committee in order to discharge the responsibility set out in the Constitution. Available options are limited, though in addition to the recommendation set out the Committee could agree that a Sub-Committee that isn't politically balanced is preferable. However, one Member voting against that proposal would see it fall.
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3. PREFERRED OPTION AND REASONS FOR RECOMMENDATIONS

- 3.1 The preferred option is to appoint a politically balanced 5 Member Sub-Committee in accordance with Group Leaders' wishes.
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4. RISK

- 4.1 The risks associated with this proposal, including the risks if the Council does not act as recommended, have been considered in line with the Council's Risk Management Framework. We are satisfied that the risks associated are within the Council's risk appetite and will be managed as per the Policy. Risks relate to operational issues caused by the delay in appointing a director or conducting an ineffective appointment process.

5. CONSULTATION RESULTS AND PREVIOUS COMMITTEE FEEDBACK

- 5.1 Group Leaders were consulted on the membership and seats on the Sub-Committee. The outcomes are represented in the recommendations.

6. NEXT STEPS: COMMUNICATION AND IMPLEMENTATION OF THE DECISION

- 6.1 The next step will be to agree dates and times for the Sub-Committee to meet. The meetings will be held during the day as per previous years, as they are for the carrying out of interviews and will be part II meetings.
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7. REPORT APPENDICES

None

8. BACKGROUND PAPERS

None