

CHIEF OFFICERS COMMITTEE

HELD: 8 MARCH 2011

Start: 9.00am

Finish: 6.30pm

PRESENT: Councillor Grant (Chairman)
Councillor Owens (Vice Chairman)

Councillors: Councillors Ashcroft
Cotterill
R A Pendleton

Officers: Chief Executive (Mr W J Taylor)
Member Services Manager (Mr G Martin)

Ms D Barrow (Assistant Director of Human Resources – Lancashire County Council)

6. APOLOGIES

There were no apologies.

7. MINUTES

RESOLVED: That the minutes of the meeting of the Committee held on 8 February and of the re-convened meeting held on 17 February 2011, be received as a correct record subject to the inclusion of the following motion moved and seconded at the re-convened meeting:

“That the appointment process be deferred to a more appropriate time”

8. MEMBERSHIP OF THE COMMITTEE

There were no changes in the membership of the Committee.

9. DECLARATIONS OF INTEREST

There were no declarations of interest.

10. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 4 of Part 1 of Schedule 12A of that Act and as, in all the circumstances of the case, the public interest in maintaining the exemption under Schedule 12A outweighs the public interest in disclosing the information.

11. APPOINTMENT OF TWO DIRECTORS

The Chairman reminded the Committee that the Council had decided at its meeting on 19 February 2011 to create two new posts of “Director” and to make appointments to those posts, initially ring-fenced to the 6 Heads of Service currently employed by the Council.

In relation to the interviews for these appointments, the Committee noted that the Council's policy on interviewing and selecting candidates required that the same questions be put to all candidates during their interview. In this respect gave consideration to a schedule of suggested questions prepared on the Committee's behalf by Lancashire County Council's Assistant Director of Human Resources and agreed these should be used during the interviews. The Committee then agreed the order in which these questions would be put to the candidates.

Finally, the Committee noted that each of the candidates for interview would be required to make a short (10 minute) oral presentation in relation to the challenges facing the Council over the next twelve months and the Council's priorities during this time.

Following confirmation of matters relating to the conduct of the interviews, the following candidates attended for interview:

- Mr R V Livermore
- Mrs G L Rowe
- Mr D P Tilleray
- Ms J Traverse
- Ms K Webber

(Note: the Member Services Manager was not present during the interviews)

At the conclusion of the interviews the Committee gave consideration to the selection of the most appropriate candidates for appointment to the two Director posts.

In this respect, the Committee, with assistance and advice from the Chief Executive and Lancashire County Council's Assistant Director of Human Resources assessed each of the candidates interviewed to determine their respective performances during the interview, the quality of their presentation and their relative abilities and capabilities against the previously agreed Job Description and Person Specification relating to the two posts of Director.

Members noted that at the close of the meeting, the Chief Executive would be contacting each candidate to advise them of the Committee's decision in relation to the two appointments, and would subsequently meet with the successful candidates to discuss the way forward before consulting with the Business Plan Cabinet Working Group in relation to his exercise of the authority given to him by the Council in relation to a revised management structure etc.

RESOLVED That the Chief Executive be authorised to offer the two posts of Director to Mrs G L Rowe and Ms K Webber.

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- CHAIRMAN -