

Chief Officer Employment Panel

Wednesday, 19th October,
2016 at 10.00 am

PLEASE NOTE TIME OF MEETING

West Wing Conference Room - Civic
Centre

This meeting is open to the public

Members

Councillor Letts (Chair)
Councillor Moulton
Councillor Rayment
Councillor Fitzhenry
Councillor Hannides
Councillor Payne

Contacts

Senior Democratic Support Officer
Claire Heather
Tel 023 8083 2412
Email: claire.heather@southampton.gov.uk

Service Director, Legal and Governance
Richard Ivory
Tel 023 8083 2794
Email: richard.ivory@southampton.gov.uk

PUBLIC INFORMATION

Role of the Chief Officer Employment Panel

The appointment of Chief Officers in accordance with the Council's Officer Employment Procedure Rules.

Public Representations

At the discretion of the Chair, members of the public may address the meeting about any report on the agenda for the meeting in which they have a relevant interest.

Smoking policy – the Council operates a no-smoking policy in all civic buildings.

Mobile Telephones

Please switch your mobile telephones to silent whilst in the meeting.

Use of Social Media

The Council supports the video or audio recording of meetings open to the public, for either live or subsequent broadcast. However, if, in the Chair's opinion, a person filming or recording a meeting or taking photographs is interrupting proceedings or causing a disturbance, under the Council's Standing Orders the person can be ordered to stop their activity, or to leave the meeting.

By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and or/training purposes. The meeting may be recorded by the press or members of the public.

Any person or organisation filming, recording or broadcasting any meeting of the Council is responsible for any claims or other liability resulting from them doing so.

Details of the Council's Guidance on the recording of meetings is available on the Council's website.

Southampton City Council's Priorities

- Jobs for local people
- Prevention and early intervention
- Protecting vulnerable people
- Affordable housing
- Services for all
- City pride
- A sustainable Council

Fire Procedure – in the event of a fire or other emergency a continuous alarm will sound and you will be advised by Council officers what action to take.

Access – access is available for the disabled. Please contact the Democratic Support Officer who will help to make any necessary arrangements.

Dates of Meetings: Municipal Year 2016/17

Meetings of the Panel are convened as and when required.

CONDUCT OF MEETING

TERMS OF REFERENCE

The terms of reference of the Cabinet, and its Executive Members, are set out in Part 3 of the Council's Constitution.

RULES OF PROCEDURE

The meeting is governed by the Executive Procedure Rules as set out in Part 4 of the Council's Constitution.

BUSINESS TO BE DISCUSSED

Only those items listed on the attached agenda may be considered at this meeting.

QUORUM

The minimum number of appointed Members required to be in attendance to hold the meeting is 3.

DISCLOSURE OF INTERESTS

Members are required to disclose, in accordance with the Members' Code of Conduct, **both** the existence **and** nature of any "Disclosable Pecuniary Interest" or "Other Interest" they may have in relation to matters for consideration on this Agenda.

DISCLOSABLE PECUNIARY INTERESTS

A Member must regard himself or herself as having a Disclosable Pecuniary Interest in any matter that they or their spouse, partner, a person they are living with as husband or wife, or a person with whom they are living as if they were a civil partner in relation to:

(i) Any employment, office, trade, profession or vocation carried on for profit or gain.

(ii) Sponsorship:

Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

(iii) Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.

(iv) Any beneficial interest in land which is within the area of Southampton.

(v) Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.

(vi) Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interests.

(vii) Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:

a) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body, or

b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.

Other Interests

A Member must regard himself or herself as having an, 'Other Interest' in any membership of, or occupation of a position of general control or management in:

Any body to which they have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature

Any body directed to charitable purposes

Any body whose principal purpose includes the influence of public opinion or policy

Principles of Decision Making

All decisions of the Council will be made in accordance with the following principles:-

- proportionality (i.e. the action must be proportionate to the desired outcome);
- due consultation and the taking of professional advice from officers;
- respect for human rights;
- a presumption in favour of openness, accountability and transparency;
- setting out what options have been considered;
- setting out reasons for the decision; and
- clarity of aims and desired outcomes.

In exercising discretion, the decision maker must:

- understand the law that regulates the decision making power and gives effect to it. The decision-maker must direct itself properly in law;
- take into account all relevant matters (those matters which the law requires the authority as a matter of legal obligation to take into account);
- leave out of account irrelevant considerations;
- act for a proper purpose, exercising its powers for the public good;
- not reach a decision which no authority acting reasonably could reach, (also known as the "rationality" or "taking leave of your senses" principle);
- comply with the rule that local government finance is to be conducted on an annual basis. Save to the extent authorised by Parliament, 'live now, pay later' and forward funding are unlawful; and
- act with procedural propriety in accordance with the rules of fairness.

AGENDA

1 APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)

To note any changes in membership of the Panel made in accordance with Council Procedure Rule 4.3.

2 DISCLOSURE OF PERSONAL AND PECUNIARY INTERESTS

In accordance with the Localism Act 2011, and the Council's Code of Conduct, Members to disclose any personal or pecuniary interests in any matter included on the agenda for this meeting.

NOTE: Members are reminded that, where applicable, they must complete the appropriate form recording details of any such interests and hand it to the Democratic Support Officer.

3 STATEMENT FROM THE CHAIR

4 MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING) (Pages 1 - 6)

To approve and sign as a correct record the Minutes of the meetings held on 20th September, 29th September and 30th September 2016 and to deal with any matters arising, attached.

5 EXCLUSION OF PRESS AND PUBLIC

Chair to move that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of items 6 and 7 based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules.

The information contained therein is potentially exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

6 APPOINTMENT OF SERVICE DIRECTOR GROWTH (Pages 7 - 10)

Confidential report of HR Strategy Manager (Organisational Development, Pay & Reward) concerning the appointment of the Service Director Growth, attached.

7 APPOINTMENT OF SERVICE DIRECTOR - HUMAN RESOURCES AND OD
(Pages 11 - 16)

Confidential report of the Chief Strategy Officer concerning the appointment of Service Director HR and OD, attached.

Tuesday, 11 October 2016

Service Director, Legal and Governance

CHIEF OFFICER EMPLOYMENT PANEL
MINUTES OF THE MEETING HELD ON 20 SEPTEMBER 2016

Present: Councillors Letts (Chair), Moulton, Rayment, Fitzhenry, Baillie, and Payne

6. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

The Panel noted the resignation of Councillor Hannides and the appointment of Councillor P Baillie in place thereof in accordance with the provisions of Council Procedure Rule 4.3.

7. **MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING)**

RESOLVED: that the minutes of the Chief Officer Employment Panel meeting held on 27th May 2016 be approved and signed as a correct record.

8. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of minute 9 below based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules.

The information contained therein is exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

9. **APPOINTMENT OF CHIEF OPERATIONS OFFICER (CUSTOMER EXPERIENCE) AND CHIEF STRATEGY OFFICER**

The confidential report of the Chief Executive was considered detailing the appointment process for the Chief Operations Officer (Customer Experience) and Chief Strategy Officer.

RESOLVED:

- (i) that those identified as suitable candidates from the long list be shortlisted for the position of Chief Operations Officer (Customer Experience) and invited to interview; and
- (ii) that those identified as suitable candidates from the long list be shortlisted for the position of Chief Strategy Officer and invited to interview.

This page is intentionally left blank

CHIEF OFFICER EMPLOYMENT PANEL
MINUTES OF THE MEETING HELD ON 29 SEPTEMBER 2016

Present: Councillors Letts (Chair), Moulton, Blatchford, O'Neill, Baillie and Shields

10. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

The Panel noted the resignation of Councillors Rayment, Fitzhenry, Hannides and Payne and the appointments of Councillors Blatchford, O'Neill, P Baillie and Shields respectfully in place thereof in accordance with the provisions of Council Procedure Rule 4.3.

11. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of minute 12 below based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules.

The information contained therein is exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

12. **APPOINTMENT OF CHIEF OPERATING OFFICER (CUSTOMER EXPERIENCE)**

The confidential report of the HR Strategy Manager (Organisation Development, Pay and Reward) was considered regarding the appointment to the post of Chief Operations Officer (Customer Experience).

RESOLVED: that Richard Crouch be appointed to the position of Chief Operations Officer (Customer Experience).

This page is intentionally left blank

CHIEF OFFICER EMPLOYMENT PANEL
MINUTES OF THE MEETING HELD ON 30 SEPTEMBER 2016

Present: Councillors Letts (Chair), Moulton, Fitzhenry, Lewzey, P Baillie and Shields

13. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

The Panel noted the resignation of Councillors Rayment, Hannides and Payne and the appointments of Councillors Lewzey, P Baillie and Shields respectfully in place thereof in accordance with the provisions of Council Procedure Rule 4.3.

14. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED: That in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of minute 15 below based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules.

The information contained therein is exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

15. **APPOINTMENT OF CHIEF STRATEGY OFFICER (CSO)**

The confidential report of the HR Strategy Manager (Organisation Development, Pay and Reward) was considered regarding the appointment to the post of Chief Strategy Officer.

RESOLVED: that Suki Sitaram be appointed to the position of Chief Strategy Officer.

This page is intentionally left blank

Document is Confidential

This page is intentionally left blank

Document is Confidential

This page is intentionally left blank

Agenda Item 7

by virtue of paragraph number 1, 2, 3, 4 of the Council's Access to information Procedure Rules

Appendix 1

Document is Confidential

This page is intentionally left blank