

APPOINTMENTS PANEL

AGENDA



Tuesday 15 July 2025

at 9.00 am

in Committee Room C

MEMBERS: APPOINTMENTS PANEL:

Councillors Buchan, Hargreaves, Harrison, Little, Morley, Oliver, Thompson and 1 Vacancy

Councillor Morley, Chair of Children's Services Committee (already part of membership)

- 1. APOLOGIES FOR ABSENCE**
- 2. TO RECEIVE ANY DECLARATIONS OF INTEREST BY MEMBERS**
- 3. MINUTES**
 - 3.1 To confirm the minutes of the meeting held on 20 June 2025
- 4. ITEMS FOR CONSIDERATION**

None.

EXEMPT ITEMS

Under Section 100(A)(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information as defined in the paragraphs referred to below of Part 1 of Schedule 12A of the Local Government Act 1972, as amended by the Local Government (Access to Information) (Variation) Order 2006



5. ITEMS REQUIRING DECISION

- 5.1 Appointment of Executive Director of Children's Services – *Managing Director*
(paras 1 and 2)

6. ANY OTHER CONFIDENTIAL ITEMS WHICH THE CHAIRMAN CONSIDERS ARE URGENT



APPOINTMENTS PANEL

MINUTES AND DECISION RECORD

20 June 2025

The meeting commenced at 10.30 am in the Civic Centre, Hartlepool.

Present:

Councillor: Councillor Carole Thompson (In the Chair)

Councillors: Bob Buchan, Brenda Harrison, Pamela Hargreaves, Sue Little and Melanie Morley

In accordance with Council Procedure Rule 4.2, Councillor Moss Boddy was in attendance as substitute for Councillor Karen Oliver

Officers: Denise McGuckin, Managing Director
Hayley Martin, Director of Legal, Governance and Human Resources
Gillian Laight, Human Resources Manager
Angela Armstrong, Principal Democratic Services and Legal Support Officer

1. Apologies for Absence

Apologies for absence were received from Councillor Karen Oliver.

2. Declarations of Interest

None.

3. Minutes of the meeting held on 6 May 2025

Confirmed with the addition of Councillor Pamela Hargreaves to the attendance list.

4. Appointment of Executive Director of Children's Services *(Managing Director)*

The Managing Director presented a report to enable Members to shortlist the candidates to be interviewed for the above post, to agree the presentation topic and interview questions. The closing date for the receipt of applications was 13 June 2025 with technical and stakeholder interviews taking place on 14 July 2025 and the formal interviews with Elected Members on 15 July 2025. To assist Members with the shortlisting

process, a representative from Gatenby Sanderson joined the meeting via Teams.

Details of the applicants and an assessment of the applicants were presented by the representative from Gatenby Sanderson. Together with the report, Members also considered the suggested presentation topic for the candidates.

Decision

Further details can be found in the exempt section of the minutes.

5. Local Government (Access to Information) (Variation Order) 2006

Under Section 100(A)(4) of the Local Government Act 1972, the press and public were excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in the paragraphs referred to below of Part 1 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006.

Minute 6 – Appointment of Executive Director of Children’s Services (*Managing Director*) – This item contains exempt information under Schedule 12A Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006 namely information relating to the financial or business affairs of any particular person (including the authority holding that information) (para3)

6. Appointment of Executive Director of Children’s Services (*Managing Director*) This item contains exempt information under Schedule 12A Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006 namely information relating to the financial or business affairs of any particular person (including the authority holding that information) (para3)

Further information can be found in the exempt section of the minutes.

Decision

Further information can be found in the exempt section of the minutes.

7. Any Other Items which the Chairman Considers are Urgent

The Chairman ruled that the following items of business should be considered by the Committee as a matter of urgency in accordance with the

provisions of Section 100(B) (4)(b) of the Local Government Act 1972 in order that the matter could be dealt with without delay.

8. **Interim Arrangements – Development, Neighbourhoods and Regulatory Services Department** *(Managing Director)*

The Managing Director presented a report that provided a short term proposal for interim arrangements following the departure of the Executive Director of Development Neighbourhood and Regulatory Services. It was proposed that existing Chief Officers undertake 'additional responsibilities' within the current directorate of Development, Neighbourhoods and Regulatory Services. This would provide service continuity and stability pending confirmation of the final structure. It was proposed that the Assistant Director for Neighbourhoods and the Assistant Director for Regulatory Services will jointly undertake additional Executive Director responsibilities and be awarded appropriately. This proposal was subject to consultation with the relevant Chief Officers.

The final structure proposed was aligned to the Council Plan 2030 with services realigned under People, Place, Potential and the Organisation which will provide stability within the organisation and sustainability going forward. This would involve the removal of the existing Executive Director for Development, Neighbourhoods and Regulatory Services and support the introduction the following new Chief Officer positions:

- Director of Neighbourhoods and Regulatory Services
- Director of Housing, Growth and Communities

It was also proposed that due to the realignment of the Executive Director of Children's Services, the Director of Public Health will report to the Executive Director of Adult Services along with the Managing Director, in line with many local authorities across the country.

The responsibility for Communications and Marketing and Corporate Strategy will be transferred to the Managing Director. In addition to this, the Director of Finance, IT and Digital Services will take on responsibility of Procurement and Strategic Data and Intelligence with Revenues and Benefits transferring to the Assistant Director, Finance.

In accordance with the Single Status Agreement, additional duties to existing duties provides an entitlement to an additional payment and delegated authority was requested to the Managing Director to arrange this.

Members were pleased to note that in-house expertise and experience was being utilised and were very much in favour of the new arrangements as it highlighted housing as a priority. A discussion ensued on the timetable for the interim arrangements and it was proposed by the Managing Director that 6 months would provide stability at a senior level and enable formal

consultation on the suggested new structure to take place along with the job evaluation process. However, Members suggested that the interim arrangements should remain under review in the coming months with no fixed timescales in place.

Decision

- (i) That the acting up arrangements of the Assistant Director, Neighbourhood Services and Assistant Director, Regulatory Services be approved in the short term.
- (ii) The proposed interim arrangements referred to in paragraph 3.4 of the report were noted.
- (iii) That proposed changes referred to in paragraph 3.5 were noted.
- (iv) That authority was delegated to the Managing Director to arrange additional payment for undertaking the additional duties.

The meeting concluded at 11.28 am

CHAIR