

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE - MEMBER APPOINTMENT PANEL

MINUTES of a meeting of the Personnel Committee - Member Appointment Panel held in the on Friday, 22 July 2022.

PRESENT: Mr P J Oakford (Chairman), Mrs C Bell, Mr A Brady, Mr S R Campkin, Mr I S Chittenden, Mr P M Hill, OBE, Mr J Meade and Mr B J Sweetland

IN ATTENDANCE: Mr D Cockburn (Chief Executive), Mrs A Beer (Deputy Chief Executive), Mr B Watts (General Counsel) and Mrs A Taylor (Scrutiny Research Officer)

UNRESTRICTED ITEMS

1. Minutes

(Item 3)

RESOLVED that the Chairman be authorised to sign the minutes as a correct record once they have been prepared after the meeting.

2. Motion to exclude the Press and Public

(Item 4)

RESOLVED that under Section 100A of the Local Government Act 1972 the public be excluded from the meeting for the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of part 1 of Schedule 12A of the Act.

3. Interviews for Corporate Director of Children, Young People and Education

(Item 5)

(1) Prior to the commencement of the interviews the Members received a briefing from Ben Watts, General Counsel, on the constitutional and legal provisions that related to making a decision such as the one the Member Appointment Panel was being asked to make.

(2) Mr Watts confirmed to Members that, in making the decision to determine whether one of the candidates was to be appointed as the Corporate Director for Children, Young People and Education, they were required to have due regard to the appropriate decision-making principles that affected all those in local government and also to the employment legislation that applied to all employers when interviewing candidates.

(3) Mr Watts referred to the Member Information Pack which had been provided on a strictly confidential basis and which should not be discussed or disclosed with anybody outside the panel or those advising the panel. This information was provided solely for the discussion and ultimate decision that was to be made by the Panel today.

(4) In relation to local government decision making, Mr Watts reminded Members that it was vital that there should be no pre-determination or bias in relation to the decision being made. Under the Council's governance it was the Panel's decision to make and no other Member or Officer should influence this decision inappropriately. Members of the Panel were entitled to take advice; the Chief Executive and Deputy Chief Executive were both available to advise, along with the clerk who would provide help in relation to procedural matters.

(5) Mr Watts requested that if any members of the Panel did not feel able or did not wish to take part in the Appointment Panel in light of his advice this was their opportunity to discuss and if necessary withdraw from the Panel.

(6) Mr Watts withdrew from the meeting at this stage.

(7) Members of the Panel had before them the application forms and supporting information on the candidates who had been called for interview for the post of Corporate Director of Children, Young People and Education.

(8) Following the interviews the Panel discussed the views received from the Stakeholder Panel and the performance and merits of each of the candidates.

(9) At the conclusion on the interview process, the Chairman used his casting vote to determine that the post should be offered to Sarah Hammond.

RESOLVED that Sarah Hammond be appointed to the post of Corporate Director of Children, Young People and Education.