MINUTES of the meeting of the **APPOINTMENTS SUB-COMMITTEE** held at 1.00 pm on 15 February 2016 at Room267, County Hall, Kingston upon Thames, Surrey KT1 2DN.

Elected Members:

* Mr David Hodge (Chairman)
* Mrs Hazel Watson
* Mr Peter Martin
* Mrs Linda Kemeny

In attendance

Mrs Clare Curran, Cabinet Member for Children and Families Wellbeing
Mrs Mary Lewis, Cabinet Associate for Children and Families Wellbeing

1/16   APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Mrs Linda Kemeny acted as a substitute for Ms Denise Le Gal.

2/16   DECLARATIONS OF INTEREST [Item 2]

None received.

3/16   EXCLUSION OF THE PUBLIC [Item 3]

RESOLVED: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information under the relevant paragraphs of Schedule 12A of the Act.

4/16   SENIOR APPOINTMENT OF ASSISTANT DIRECTORS IN THE CHILDREN, SCHOOLS AND FAMILIES DIRECTORATE [Item 4]

Declarations of interest:
None

Witnesses:
Julie Fisher, Deputy Chief Executive and Strategic Director of Children, Schools and Families
Rakhi Saigal, Head of HR Operations

Key points raised during the discussions:

1. Both candidates were informed that the presence of the Cabinet Member for Children and Families Wellbeing and the Cabinet Associate for Children and Families Wellbeing at the interview was in a purely observational capacity and that neither would be permitted to ask questions or take part in voting on the decision on whether or not to appoint.
2. The candidate delivered a presentation to the Appointments Sub-Committee after which Members asked a series of questions on the

content of the presentation. This was followed by the candidate responding to a number of set questions asked by Members of the Sub-Committee. This process was also followed for the candidate interviewed for the role of Assistant Director for Quality Commissioning and Early Help which took place immediately after the close of the interview for the role of Assistant Director for Children's Services.

3. Following the conclusion of both interviews, the Committee discussed each candidate in detail. This began by assessing the performance of the candidate interviewed for the position of Assistant Director of Children's Services. Members agreed that while the candidate was clearly passionate and dedicated to protecting vulnerable children, their presentation and response to the interview questions had highlighted a number of concerns with the candidate's ability to be successful in the role for which they had been interviewed. Clarification was sought on whether the Officer Employment Procedure Rules in the Council's Constitution require that Cabinet Members be given the opportunity to register an objection to a candidate not being appointed to a position or whether this only applies in instances when appointments are made by the Sub-Committee.

4. Discussions moved to the interview for the role of Assistant Director for Quality Commissioning and Early Help. Members agreed that the candidate had, throughout their presentation and questions responses, clearly demonstrated that they possessed the skills and experience required to be effective in the role for which they had interviewed

Actions/ further information to be provided:

i. The Committee to be informed whether the Officer Employment Procedure Rules in the Council's Constitution require that Cabinet Members be given the opportunity to register an objection to a candidate not being appointed to a position or whether this only applies in instances when appointments are made by the Sub-Committee.

RESOLVED:

i. That the candidate, Garath Symonds, be appointed to the position of Assistant Director for Quality Commissioning and Early Help.

5/16   PUBLICITY FOR PART TWO ITEMS [Item 5]

It was agreed that the information in relation to the Part 2 items discussed at the meeting would remain exempt.

Meeting ended at: 4.30pm

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                                                                                                Chairman

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