

CANNOCK CHASE COUNCIL

NOTES OF THE SHORT LISTING APPOINTMENTS PANEL

HELD IN THE ESPERANCE ROOM, CIVIC CENTRE, BEECROFT ROAD, CANNOCK

ON WEDNESDAY, 12 NOVEMBER, 2014 AT 9:00 A.M.

PART 1

PRESENT: Councillors:

Adamson, G.	Leader of the Council
Alcott, G.	Economic Development and Planning Portfolio Leader
Gamble, B.	Chair of Health Scrutiny Committee
Jones, R.	Liberal Democrat Group Leader
Kraujalis, J.T.	Chair of Housing PDC
Snape, P.	Conservative Group Leader
Todd, Mrs. D.M.	Town Centre Regeneration Portfolio Leader
Todd, R.	Chair of Economic Development and Planning PDC

Also Present:

T. McGovern	Corporate Director
Mrs. A. Bird	Human Resources Manager
S. Partridge	Democratic Services Manager
Ms. M. Harte	West Midlands Employers

1. **Apologies**

Councillor J.D. Bernard, Leader of the Opposition, had submitted apologies due to an unplanned hospital appointment.

2. **Declarations of Interests of Members in Contracts and Other Matters and Restriction on Voting by Members**

All Panel Members declared a personal interest in knowing two of the candidates, who were Officers of the Council.

No other Declarations of Interests were made in addition to those already confirmed by Members in the Register of Members' Interests.

3. **Election of Chairman of Appointments Panel**

Councillor G. Alcott, Economic Development and Planning Portfolio Leader, was confirmed as Chairman of the Appointments Panel.

4. Exclusion of the Public

The Chairman moved that:

The public be excluded from the remainder of the meeting because of the likely disclosure of exempt information as defined in Paragraphs 1, 2, 3 and 4, Part 1, Schedule 12A of the Local Government Act 1972 (as amended).

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PART 2

5. **Appointment to the Post of Head of Economic Development**

The Chairman explained that Members would be receiving objective feedback from Officers on the performance of individual candidates in a series of selection tests, to assist the Panel with its decision making. The tests, which included a presentation to an invited panel; an in-tray exercise; psychometric testing; plus the full Appointment Panel interviews, were designed to test candidates' abilities across a broad spectrum of situations.

Ms. M. Harte, West Midlands Employers, was invited to join the Panel to provide feedback from the candidates' MiRo psychometric testing. She explained that the test was designed to provide informative indicators of an individual's strengths and weaknesses, both obvious and underlying, in various leadership and supportive roles. She confirmed that she had not met the individual candidates and the testing was, therefore, completely objective in that regard, but she hoped that it reflected the Panel members' own opinions of the candidates.

The Corporate Director then took the Panel through the results of the other testing that had taken place, as previously provided to Panel members, which indicated how each of the candidates had performed in the presentations and in-tray exercises, respectively.

6. **Decision**

It was proposed and seconded and unanimously agreed that the post of Head of Economic Development should be offered to the candidate with the highest overall performance, subject to references, medical clearance and other pre-employment checks. It was also agreed that the Corporate Director be given delegated authority to offer a starting salary of up to the maximum of the grade.

RESOLVED:

That:

- (A) The post of Head of Economic Development be offered to Mr. M. Tichford, subject to references, medical clearance and other pre-employment checks.
- (B) The Corporate Director be given delegated authority to offer a starting salary of up to the maximum of the grade.

The Chairman thanked the members of the Appointments for their attendance and participation throughout the process, and to Officers from the Human Resources and Democratic Services sections for their organisation and support.

The meeting closed at 10.20 a.m.