

CANNOCK CHASE COUNCIL

NOTES OF THE SHORT LISTING APPOINTMENTS PANEL

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

ON TUESDAY, 21 and WEDNESDAY, 22 JULY, 2015 (INTERVIEWS)

AND

MONDAY, 3 AUGUST, 2015 (DETERMINATION)

PART 1

PRESENT: Councillors:

Adamson, G.	Leader of the Council (Chair of Panel)
G. Alcott	Deputy Leader of the Council and Economic Development and Planning Portfolio Leader
F.W.C. Allen	Housing Portfolio Leader
G. Burnett	(Conservative)
B. Gamble	Chair of Health Scrutiny Committee
B. Hardman	UKIP Group Leader
C. Lea	(Conservative)
Mrs. P.Z. Stretton	Deputy Chairman of the Council
M. Sutherland	(Conservative)

Also involved:

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

1. Apologies

None.

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 one of the candidates, who was an Officer 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. Adamson, Leader of the Council, 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 meetings 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 Housing and Waste Management

Throughout the course of 21 and 22 July, 2105, the Appointments Panel met and interviewed eight candidates for the post of Head of Housing and Waste Management. As part of the process, the candidates were also subject to other selection testing, including an in-tray exercise; and psychometric testing, which were designed to test candidates' abilities across a broad spectrum of situations.

The Managing Director explained that Members would shortly be joined by Ms. M. Harte, Senior H.R. Business Partner, West Midlands Employers, who would provide feedback on the MiRo psychometric testing. They would also receive objective feedback from Officers on the performance of individual candidates in the tests.

Ms. M. Harte was then 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 personal 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 opinions formed by the Panel members as a result of the interview process.

The Managing Director then took the Panel through the results of the other testing that had taken place, which indicated how each of the candidates had performed in the presentations and case study / in-tray exercise, respectively.

6. Decision

It was proposed and seconded and unanimously agreed that the post of Head of Housing and Waste Management should be offered to Miss Nirmal Samrai, currently the Head of Neighbourhoods at Shropshire Housing Group, subject to references, medical clearance and other pre-employment checks. It was also agreed that the Managing Director be given delegated authority to offer a starting salary within the grade.

RESOLVED:

That:

- (A) The post of Head of Housing and Waste Management be offered to Miss Nirmal Samrai, subject to references, medical clearance and other pre-employment checks.
- (B) The Managing Director be given delegated authority to offer a starting salary within 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 12.20 p.m. (3 August, 2015)