

SENIOR OFFICER AND APPOINTMENTS STAFFING SUB-COMMITTEE

Wednesday, 15 December 2021

Present: Councillors P Gilchrist S Hayes
P Cleary T Jones

Deputies: Councillors Y Nolan (for J Williamson) (in the Chair)
H Cameron (for L Rennie)

1 **WELCOME AND INTRODUCTION**

The Chair welcomed everyone to the meeting and those watching the webcast.

2 **APOLOGIES**

Apologies were received from Councillor Janette Williamson and Councillor Lesley Rennie, both of whom had deputies attending on their behalf.

3 **MEMBERS' CODE OF CONDUCT - DECLARATIONS OF INTEREST**

Members of the Sub-Committee were asked to declare any disclosable pecuniary and non-pecuniary interests, in connection with any item on the agenda and state the nature of the interest. No such declarations were made.

4 **PUBLIC AND MEMBER QUESTIONS**

The Chair reported that no questions from either members of the public or Members had been submitted nor were there any statements or petitions to receive.

5 **RECRUITMENT TO POSTS (REGENERATION)**

The Assistant Director of Human Resources and Organisational Development introduced the report to the Sub-Committee.

The report set out the challenges associated with meeting the resourcing requirements arising from the multiple programmes and projects that were in progress or planned to deliver the regeneration of the borough and the Local Plan.

To help address these challenges and maximise the opportunity for the Council to secure the skills and experience required, it sought agreement for

the Head of Paid Service to apply market supplements to salaries linked to delivery of the regeneration agenda where there was a business case for doing so.

In response to Members' questions, the Assistant Director of Human Resources and Organisational Development agreed to take on board the Sub-Committee's views on creating a review process of salaries to be put into place in twelve months. The review would be able to anonymise the identities of individuals involved.

In response to Members' comments the Director of Regeneration and Place estimated that 60% to 65% of funding of salaries would be through capital means.

In response to further comments from Members, the Assistant Director of Human Resources and Organisational Development clarified that they were seeking flexibility up to the figure of £15K. This would be developed on a case-by-case basis, due to the competitive nature of the recruiting environment, and so the council may secure individuals with the skills that were needed. The figure of £15K was derived from the current payment for those at Assistant Director level.

On a motion moved by the Chair, seconded by Councillor Tony Jones it was –

Resolved: That,

- (1) the level of ongoing recruitment activity needed to meet the requirements of the Council's regeneration agenda and the challenges associated with this be noted;**
- (2) it be agreed that the Head of Paid Service has the authority to apply market rate supplements of £15k in exceptional cases for roles required to support the delivery of the Council regeneration plans and where there is a business case for doing so:-**
- (3) it be agreed that the Economy, Regeneration and Development Committee is tasked with maintaining oversight of any appointments made in regeneration related roles where any market supplements are applied to a salary level up to and equivalent to Assistant Director level.**