

PERSONNEL COMMITTEE

6.10 P.M.

30TH MARCH 2022

PRESENT:- Councillors Paul Anderton (Chair), Oliver Robinson (Vice-Chair), Roger Cleet, Mel Guilding, Caroline Jackson and Jason Wood

Also in Attendance:-

Councillor Adrian De La Mare

Apologies for Absence:

Councillor Alistair Sinclair

Officers in Attendance:-

Sarah Davies	Director of Corporate Services
Alex Kinch	Head of Human Resources
Stephen Metcalfe	Principal Democratic Support Officer

16 DECLARATIONS OF INTEREST

There were no declarations of interest.

17 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIR

There were no items of urgent business.

18 TEMPORARY APPOINTMENT TO DIRECTOR FOR COMMUNITIES AND ENVIRONMENT

The Director of Corporate Services submitted a report to enable the Committee to make a temporary appointment to the role of Director for Communities and Environment.

It was reported that appointments to the role of Director for Communities and the Environment required the agreement of Personnel Committee. The role of Director for Communities and the Environment would become vacant on 1st April 2022 as the existing Director for Communities and the Environment Mark Davies would take up his appointment to the role of Chief Executive.

Members were informed that, with the role becoming vacant, there was an opportunity for the new Chief Executive to consider the best design and role arrangements for the Executive and Leadership Team moving forwards, in conjunction with Personnel Committee and other key Stakeholders.

An invitation for Expressions of Interest for the role was made to all staff. A broadly gender balanced Panel comprising the Director for Corporate Services, existing Director for Communities and the Environment, a HR representative and invitees from the Personnel Committee had conducted interviews.

The term of the role of 3 months had been proposed by the Executive Management

Team as the right amount of time to enable further engagement and a more considered decision to be made on the longer-term future of the role.

It was noted that the Panel had completed its deliberations on 25th March 2022. The Committee was informed that only one candidate's submission had met the criteria to be interviewed and following the usual procedural checks the Director of Corporate Services orally reported the Interview Panel's recommendation that Suzanne Lodge, the current Deputy Director for Communities and the Environment, be appointed as interim Director for Communities and the Environment on the basis set out in the report. The appointment to be for a period of 3 months with an anticipated commencement date of 1st April 2022, or when a contract amendment form had been completed and signed.

It was proposed by Councillor Oliver Robinson and seconded by Councillor Mel Guilding:-

"That Suzanne Lodge, the current Deputy Director for Communities and the Environment, be appointed as interim Director for Communities and the Environment for a period of 3 months with an anticipated commencement date of 1st April 2022."

A vote was taken on the proposition, which was carried unanimously.

Resolved:

That Suzanne Lodge, the current Deputy Director for Communities and the Environment, be appointed as interim Director for Communities and the Environment for a period of 3 months with an anticipated commencement date of 1st April 2022.

Chair

Note: Agreed as a correct record at the meeting of Personnel Committee held on 14th June 2022 (Minute 2 refers), subject to the inclusion of Councillor Adrian De La Mare as also in attendance.

(The meeting ended at 6.16 p.m.)

**Any queries regarding these Minutes, please contact
Stephen Metcalfe, Democratic Services - email sjmetcalfe@lancaster.gov.uk**