

Date of issue: Friday, 20 October 2017

MEETING	APPOINTMENTS SUB-COMMITTEE (Councillors Munawar (Chair), N Holledge, Sarfraz, Sharif and Strutton)
DATE AND TIME:	MONDAY, 30TH OCTOBER, 2017 AT 4.30 PM
VENUE:	ROOM 2, 2ND FLOOR, THE CURVE - WILLIAM STREET, SLOUGH, BERKSHIRE, SL1 1XY
DEMOCRATIC SERVICES OFFICER: (for all enquiries)	CATHERINE MEEK 01753 875011

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



ROGER PARKIN
Interim Chief Executive

AGENDA

PART 1

<u>AGENDA</u> <u>ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
1.	Apologies for absence. Declarations of Interest		

All Members who believe they have a Disclosable Pecuniary or other Pecuniary or non pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 3 paragraphs 3.25 – 3.27 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 3.28 of the Code.

AGENDA
ITEM

REPORT TITLE

PAGE

WARD

The Chair will ask Members to confirm that they do not have a declarable interest.

All Members making a declaration will be required to complete a Declaration of Interests at Meetings form detailing the nature of their interest.

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| 2. | Minutes of the Meeting held on 10th October 2017 | 1 - 2 |
| 3. | Exclusion of the Press and Public | |

It is recommended that the Press and Public will be excluded from the meeting during consideration of the item in Part 2 of the Agenda, as it involves the likely disclosure of exempt information relating to individuals as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

PART II

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| 4. | Part II minutes - 10th October 2017 | 3 - 4 |
| 5. | Appointment Process for Chief Executive | 5 - 10 |

Press and Public

You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before the Committee considers any items in the Part II agenda. Please contact the Democratic Services Officer shown above for further details.

The Council allows the filming, recording and photographing at its meetings that are open to the public. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings. Anyone proposing to film, record or take photographs of a meeting is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

Appointments Sub-Committee – Meeting held on Tuesday, 10th October, 2017.

Present:- Councillors Munawar (Chair), N Holledge, Sarfraz, Sharif and Strutton

PART I

14. Declaration of Interest

None.

15. Minutes of the Meeting held on 27th September 2017

The Part I minutes of the meetings held on the 27th September 2017 were agreed as a correct record,

16. Exclusion of the Press and Public

Resolved- That the Press and Public be excluded from the meeting during consideration of the item in Part II of the Agenda as it involved the likely disclosure of exempt information relating to individuals as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

17. Part II minutes - 27th September 2017

Agreed.

18. Appointments Process for Chief Executive - Final Interviews

The Sub-Committee interviewed the shortlisted candidates and recommended an appointment to the Council.

Chair

(Note: The Meeting opened at 9.00 am and closed at 4.00 pm)

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AGENDA ITEM 4

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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SLOUGH BOROUGH COUNCIL

REPORT TO: Appointments Sub-Committee **DATE:** 30th October 2017

CONTACT OFFICER: Linda Walker, Interim Monitoring Officer
(01753) 875022
Catherine Meek (Head of Democratic Services)
(For all Enquiries) (01753) 875011
Surjit Nagra (HR Business Partner)
(01753) 875727

WARD(S): All

PART II
FOR DECISION

APPOINTMENT PROCESS FOR CHIEF EXECUTIVE

1. **Purpose of Report**

To advise the Sub Committee of objections that have been received from a Member of the Cabinet to the Sub Committee's recommendation that RP be appointed as Chief Executive and Head of the Paid Service.

2. **Recommendations**

The Sub-Committee is requested to

- (a) consider the Objections set out in the report and resolve whether or not it considers the objections to be material and well founded;
- (b) Following the resolution of (a) to agree any necessary steps to complete the recruitment process.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

There are no implications for the Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan as this report is administrative in nature.

4. **Other Implications**

(a) **Financial**

There are no financial implications of the proposed action.

(b) **Human Rights Act and other Legal Implications**

The Council's recruitment procedures comply with the regulations issued by the Government, the Council's Standing Orders and the requirements of the Constitution. These procedures comply with the requirements of the Human Rights Act.

Full Council may only make or approve the appointment of the Head of the Paid Service where no well-founded objection has been made by any Member of the Cabinet.

The appointer, i.e. the Appointments sub-committee must consider any objection made to the Leader and determine whether it is material and well-founded. An offer can only be made if the appointer is satisfied that any objection is not material or is not well-founded and full Council has approved the appointment

5 **Supporting Information**

Recruitment Process and Timelines- Chief Executive

- 5.1 The recent past and remaining recruitment processes and timelines are set out below for the vacant post of Chief Executive.

Date	Activity
7 th September 2017	Appointments Sub Committee agreed a longlist of candidates to bring forward to the initial interviews. The Appointments Sub Committee were provided with the external recruitment agency's assessment of the applications to review. A Technical Advisor and the external recruitment agency attended to clarify any questions the Appointments Sub Committee had. Candidate packs and the Penna's assessment were tabled at the meeting.
18 th and 19 th September 2017	Initial interviews with the recruitment agency and technical advisor. Informal one to one meeting with the Leader.
27 th September 2017	Appointments Sub Committee met to agree a shortlist of candidates. Technical advisors provided feedback on the initial interviews.
	Shortlisted, candidates to complete psychometric assessments which will include verbal reasoning and competency based assessments.
	External recruitment agency to collate information from the assessments, take up references and brief candidates in advance of the final interview.
9 th and 10 th October 2017	Assessment centre and final interview programme over two days.

	<p>Interview programme included a range of activities including ward visits, member meetings, stakeholder panel and employees' panel.</p> <p>Appointments Sub Committee to interview and recommend to Council (Special meeting to be arranged).</p>
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Recommendation to Appoint

- 5.2 The Sub Committee carried out final interviews for the post at its meeting on 10th October and recommended that RP be appointed as Chief Executive and Head of the Paid Service subject to no well founded objection being received from any member of the Cabinet.
- 5.3 Members of the Cabinet were advised of the Sub Committee's recommendation by letter on 12th October 2017.
- 5.4 A number of objections have been received by the Leader from Councillor Hussain within the specified period. The Objections are set out below.

Objections

- 5.5 'Please see below without prejudice objections raised by other members as well as myself:-
- 1) Competence and ability - In the appointment letter from OD/HR Business partner Surjit Nagra, it mentions that the interview process for the post consisted of an various assessment, these were conducted by external advisers to the panel. Yet this information has been withheld from the cabinet. Without evidence to the contrary, I am therefore relying on the commonly held view that Mr Parkin performed poorly in the initial testing of candidates and was not recommended for the shortlist, yet he was short listed, which should not have occurred. Therefore the shortlist was contrary to employment procedures and law.
- Furthermore, I have picked up a view amongst members that Mr Parkin's performance at an assessment panel for shortlisted candidates, was very poor and he performed much less than other candidates. Apparently the panel merely took into account Mr Parkin's performance at interview, which was based on his local knowledge and this alone is the overriding factor for the appointment. The correct procedure is to consider all the shortlisted candidates' performance at both assessment panel and interview panel. Once again, the decision was contrary to employment procedures and law.
- What recommendations if any were made by advisors and the recruitment consultants regarding the performance testing of candidates. Please can you and the panel provide the results of the various assessment panel and your use of this impartial information. It is clear that due to Mr Parkin's poor performance an offer of employment should not be made.

- 2) It is common knowledge that the Labour Group accepted that I as Deputy Leader be appointed to the interviewing panel due to my experience and my leadership responsibilities. However I was not put forward on diversity grounds. To my knowledge the panel has not received any formal training and all members of panel were unable to fully undertake their responsibility to appoint with sound mind and judgment?
- 3) Behaviour and conduct - Mr Parkin is not a fit and proper person to hold the role of CEX and Head of Paid Service. On numerous occasions his behaviour and conduct has fallen short of the high standards expected from the role he has applied for. His offensive phone messages have been consistently reported in local news and on more than one occasion he has been disciplined for his messages. It is documented that he was abusive and physically aggressive to the former CEX, subsequently referred for Anger management. Since becoming Interim CEX in the past 18 months he has conducted himself in a manner that falls short of expectations; watching football on his phone during cabinet and other meetings as recently as a few weeks ago. He has made inappropriate jokes in public forums and stakeholder meetings. Has placed the council at risk of prosecution at Employment Tribunal for poor handling of staff grievance. He has subject to a warning over abusive towards an elected member. I believe this evidence is pertinent for the panel to be aware off at the time of considering the appointment and can you confirm if the panel were indeed provided with information on Mr Parkin's conduct and behaviour?
- 4) I am aware that external parties intend to obtain an injunction from the High Court to prevent the appointment of Mr Parkin and the process should be halted to obtain Queens Counsel advice on employment law. This advice should be provided to the employment panel and cabinet before this matter proceeds any further.

I am of the firm opinion that the panel cannot constitutionally consider my objection and the process must be halted, however if the panel is convened, I would like the opportunity to make representations in person to the panel.'

- 5.6 Councillor Hussain has been invited to the Sub Committee meeting to speak to her objections.

Sub Committee consideration

- 5.7 It is for the Appointments Sub Committee as the 'appointer' to determine whether or not the objections are material and well founded. Having determined the position regarding the objections, to consider its recommendation regarding the appointment of the Chief Executive/Head of the Paid Service.

5.8 Full Council must approve the appointment of the Chief Executive and Head of the Paid Service before an offer of appointment can be made by the Council.

6 **Background Papers**

None.

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