



# Haverling

L O N D O N B O R O U G H

## APPOINTMENTS SUB COMMITTEE AGENDA

<b>4.15 pm</b>	<b>Tuesday 28 April 2015</b>	<b>Town Hall, Main Road, Romford</b>
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Members 7: Quorum 3

**COUNCILLORS:**

**Conservative Group  
( 3 )**

Roger Ramsey (Chairman)  
Damian White  
Wendy Brice-Thompson

**Residents' Group  
( 1 )**

Ray Morgon

**East Haverling  
Residents' Group  
( 1 )**

Clarence Barrett

**UKIP  
( 1 )**

Lawrence Webb

**Independent  
Residents' Group  
( 1 )**

Jeffrey Tucker

**For information about the meeting please contact:  
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## **AGENDA ITEMS**

### **1 CHAIRMAN'S ANNOUNCEMENT**

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

### **2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS**

(If any) - receive

### **3 DISCLOSURE OF PECUNIARY INTERESTS**

Members are invited to disclose any pecuniary interest in any of the items on the agenda at this point of the meeting.

*Members may still disclose any pecuniary interest in an item at any time prior to the consideration of the matter*

### **4 MINUTES (Pages 1 - 2)**

To approve as correct records, the Minutes of the meeting of the Sub-Committee held on 24 February 2015 and to authorise the Chairman to sign them

### **5 EXCLUSION OF THE PUBLIC**

To consider whether the public should now be excluded from the remainder of the meeting on the grounds that it is likely that, in view of the nature of the business to be transacted or the nature of the proceedings, if members of the public were present during these items there would be disclosure to them of exempt information within the meaning of paragraph 1 of Schedule 12A to the Local Government Act 1972; and, if it is decided to exclude the public on these grounds, the Sub-Committee to resolve accordingly on the motion of the Chairman.

### **6 APPOINTMENT TO THE POST OF THE HEAD OF LEARNING & ACHIEVEMENT**

Details to follow; (not available to press or public)

**Andrew Beesleyr  
Committee Administration  
Manager**

**MINUTES OF A MEETING OF THE  
APPOINTMENTS SUB COMMITTEE  
Town Hall, Main Road, Romford  
24 February 2015 (2.45 - 5.00 pm)**

**Present:**

**COUNCILLORS**

<b>Conservative Group</b>	Roger Ramsey, Wendy Brice-Thompson and +Meg Davis
<b>Residents' Group</b>	Ray Morgon
<b>East Havering Residents' Group</b>	Clarence Barrett
<b>UKIP Group</b>	Lawrence Webb
<b>Independent Residents Group</b>	Jeffrey Tucker

Apologies for absence were received from Councillor Damian White (+Meg Davis substituted)

Joy Hollister, Director Children, Adults and Housing and Yvonne Skingle – Managing Consultant, Penna - were also present.

The Chairman, informed those present of the action to be taken in the event of an emergency.

There were no declarations of pecuniary interest.

**1 MINUTES**

The Minutes of the meeting of the Sub-Committee held on 25 July 2013 were accepted as a true record and signed by the Chairman.

**2 EXCLUSION OF THE PUBLIC**

On a motion by the Chairman the Sub-Committee **RESOLVED:**

That the public be excluded from the remainder of the meeting on the grounds that it was likely that, in view of the nature of the business to be transacted or the nature of the proceedings, if members of the public were present during those items there would be disclosure to them of exempt information within the meaning of paragraph 1 of Schedule 12A to the Local Government Act 1972.

**3 APPOINTMENT TO THE POST OF PRINCIPAL SOCIAL WORKER**

The Committee interviewed two applicants for appointment to this position. It carefully considered their respective merits and satisfied itself as to their competency by reference to their written profiles, oral presentations and the answers to questions concerning the role and by wider questioning.

Members then considered their wider attributes. As only two candidates had been presented for interview, the Sub-Committee's choice was limited but it was unanimous in its recognition that the calibre of the candidates was high – and acknowledged the work of the Director and Consultant in managing the selection process. The Sub-Committee also acknowledged that the final assessments – by various groups including co-workers, partners and heads of service with whom the successful candidate would be working – had been very thorough.

The Sub-Committee accepted that each candidate had presented a strong case and noted that whilst one candidate demonstrated strong strategic skills, the other focused on service delivery and as this was the core feature of the role, the Sub-Committee had no hesitation in deciding which of the two excellent applicants it would appoint. The Sub-Committee was informed that references had been received and were excellent.

Accordingly, the Sub-Committee **RESOLVED TO APPOINT Catherine Dempsey**, currently Child Protection Officer at the London Borough of Camden subject to the notification provisions of paragraph 12 of the Staff Employment Procedure Rules set out in part 4 of Havering's Constitution as she had demonstrated that she had the requisite experience, skills and knowledge to discharge the duties of to the position of Principal Social Worker.

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**Chairman**