

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

Present:

COUNCILLORS

Conservative Group	Roger Ramsey, Wendy Brice-Thompson and +Meg Davis
Residents' Group	Ray Morgon
East Havering Residents' Group	Clarence Barrett
UKIP Group	Lawrence Webb
Independent Residents Group	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.

Chairman