

**DRAFT MINUTES OF A MEETING OF THE
APPOINTMENTS SUB-COMMITTEE
TOWN HALL, MAIN ROAD, ROMFORD
Tuesday 29 March 2016 (9.30am – 3.25pm)**

Present:

COUNCILLORS:

Conservative Group	Councillors Roger Ramsey (In the chair), Damian White and Wendy Brice-Thompson
East havering Residents' Group	Clarence Barrett (Vice Chair)
Resident's Group	Ray Morgon
Independent Residents' Group	Jeffrey Tucker
UKIP	+Ian de Wulverton

Yvonne Skingle – Director, Penna consultancy; Andrew Travers, Chief Executive LB Barnet; Caroline Nugent, Director of Human Resources and Organisational Development, oneSource, Anne Brown, Interim Assistant Director, Legal and Governance, oneSource and Steph Curnock, Occupational Psychologist were also present.

The Chairman announced the action to be taken in the event of an emergency.

Apologies for absence were received from Councillor Lawrence Webb. +Councillor Ian de Wulverton substituted for him.

There were no disclosures of interest.

1 MINUTES

The minutes of the meeting of the Committee held on 18 November 2016 were agreed as a correct record and signed by the Chairman.

2 EXCLUSION OF THE PUBLIC

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 OF CHIEF EXECUTIVE

The Sub-Committee, having seen the presentations of each of the three candidates invited for interview and satisfied themselves by questioning them in turn, then deliberated on their individual merits.

After careful consideration of the relative strengths and experience of the candidates as indicated by their application, their performance at the assessment centre, their presentation and by interview, the Committee agreed unanimously

RESOLVED:

That:

- a) **Andrew Blake-Herbert, currently Deputy Chief Executive, Communities and Resources, LB Havering, be recommended to be appointed to the post of Chief Executive, subject to the notification provisions of paragraph 9 of the Staff Employment Procedure Rules set out in part 4, Section 10 of Havering's Constitution and Council be recommended accordingly.**
- b) **The post be offered on the basis that**
 - (i) **The starting salary of £163,920 being exclusive of any 2016 cost of living increase,**
 - (ii) **The notice period being six months**
 - (iii) **The post holder being required to participate in any appraisal and development scheme that the Council may from time to time introduce, including a Performance Related Pay System or 360° feedback**
 - (iv) **All other terms and conditions being those determined by the JNC for Chief Executives as agreed and/or adopted and/or modified and/or varied by the London Borough of Havering.**
- c) **The appointment be subject to satisfactory references.**

The Committee recorded its thanks to the consultants and officers involved in the recruitment process and to Andrew Travers, the Chief Executive of LB Barnet and to Steph Curnock, Occupational Psychologist for their valuable support to the Sub-Committee.