

RECRUITMENT COMMITTEE

At Dumbarton within the Sub-Regional Offices, Garshake Road on Wednesday, 28th June, 1995.

WEDNESDAY, 28TH JUNE, 1995

- Present:** Convener Patrick O'Neill (LAB); Councillors George Cairney (LAB); Mary Campbell (LAB); Daniel McCafferty (LAB); and Andrew White (LAB).
- Attending:** Ian Leitch, Depute Chief Executive and Solicitor to the Council; and William C. Connelly, Interim Personnel Adviser.
- Apologies for Absence:** Apologies for absence were intimated on behalf of Councillors Duncan Mills (LAB) and William Kemp (IND).

Convener Patrick O'Neill in the Chair.

At the commencement of the meeting the Convener intimated that Mr. Watters, Chief Executive, was unable to attend due to a serious family illness.

The Convener noted the attendance in the interview room of Councillors John Wailes (SNP), Ronald McColl (SNP) and Craig McLaughlan (SNP) who were not Members of the Committee but who desired to remain during the proceedings. The Convener advised the Members that Councillor W. Mackechnie (SNP) was a Member of this Committee and was noted to be in the buildings at present but had chosen not to attend. The Convener requested Mr. Leitch, Depute Chief Executive and Solicitor to the Council to advise on the rights of attendance of Members of the Council not in membership of this Committee.

Mr. Leitch advised the Committee that the Council had created after a motion and an amendment a Recruitment Committee with full delegated authority to shortlist and undertake the interviews of specified posts. Accordingly, only those Members appointed by the Council had a right to attend the meeting. Additionally Mr. Leitch pointed out that in terms of the National Conditions of Service affecting local government officers there was an expectation that privacy on matters concerning appointment, promotion, discipline of staff would be observed. Mr. Leitch then quoted from the relevant extract of conditions. Finally, Mr. Leitch advised that notwithstanding the foregoing it would be a matter for the Committee to determine whether, as a courtesy, non-Members of the Committee be allowed to remain.

Having considered the foregoing the Committee determined that departure from normal practice was not justified and accordingly the Convener invited the Councillors concerned to withdraw and a formal motion for the exclusion of press and public was moved by the Convener, seconded by Councillor Mary Campbell and unanimously approved.

Councillors Wailes (SNP) McColl (SNP) and McLaughlan (SNP) withdrew.

DIRECTOR OF FINANCE

The Committee was formally advised that Mr. Singleton had intimated withdrawal of his application prior to today's meeting consequently having regard to that and the desire to have sufficient choice for Members to consider, contact had been made with Committee Members with a view to adding to the shortlist. Accordingly, additional candidates had been agreed for shortlisting as follows:-

T. Cairns
K Bennie
E. Goddard

The Committee formally ratified these further candidates for shortlisting and agreed that an additional interview date of Friday, 30th June be ratified as the date on which these candidates be heard.

It was further noted that in respect of Mr. Hughes intimation had been received that for unavoidable reasons Mr. Hughes would be unable to attend at the time specified and the Committee agreed to hear the first candidate thereafter to proceed to deal with Head of Personnel and Training and thereafter resume consideration of the Director of Finance post by hearing Mr. Hughes.

The Committee proceeded to hear Mr. Walker make his presentation and answer questions.

HEAD OF PERSONNEL AND TRAINING

Prior to commencing interviews intimation was given that Mr. R Booth was unavailable for interview and that Mr. D. Longwell had withdrawn his application.

The Committee ratified the decision taken to invite a further 3 candidates for interview in respect of Head of Personnel and Training as follows:-

E. Law
A.M. Stewart
F. Thomson

The Committee further agreed that these additional interviews in respect of Head of Personnel and Training be held at the conclusion of the additional Finance interviews on Friday, 30th June.

Thereafter the Committee proceeded to hear a presentation from Mr. J. Bak and to ask questions of Mr. Bak.

At the conclusion of Mr. Bak's interview Mr. William Hughes for the Director of Finance post was interviewed and answered questions.

After lunch, Mr. J. MacFarlane made his presentation and answered questions in respect of the post of Head of Personnel and Training.

The Committee agreed that in respect of both posts no decision could now be made in respect of a choice of candidate until Friday, 30th June.