

## **Personnel Committee**

### **Minutes of the meeting held on Friday, 14 June 2024**

**Present:** Councillor Akbar (Chair) – in the Chair

**Councillors:** Bridges, Craig, Johnson and Midgley

**Apologies:** Councillor Hacking, Igbon, Moran, Rawlins, T Robinson and White

#### **PE/24/11 Minutes**

##### **Decision**

The Committee approve the minutes of the meeting held on 28 May 2024

#### **PE/24/12 Recruitment of the Chief Executive**

The Committee considered a report of the Director of Human Resources, Organisational Development and Transformation, which informed Members that the current Chief Executive had given notice of her intention to resign, recognised her outstanding contribution to Manchester City Council and the City of Manchester and sought approval for the recruitment of a new Chief Executive of Manchester City Council.

It was reported that the current Chief Executive role profile would require some minor changes to update it, but the main responsibilities of the position had not changed and the job evaluation for the position would confirm that the role would continue to be paid at a spot salary of £220,982, with a pay award pending from April 2024. This role and salary were confirmed in the Pay Policy Statement which was considered by this committee in February 2024 and commend for approval by the Council.

The Director of Human Resources, Organisational Development and Transformation commented that the appointment of a Chief Executive would be approved by full Council following the recommendation of such an appointment by an appropriate committee or sub-committee of the Council that had acted as an appointment panel. As such, it was recommended that a sub-committee of the Personnel Committee acted as the appointment panel for recruiting and appointing a new Chief Executive.

It was explained that the first stage of the process would be to appoint an Executive Search Company with expertise in senior local government recruitment to assist the Council to identify suitable candidates to apply for the role and to work alongside the councils HR team to manage aspects of the recruitment process. The recruitment process would include assessments to ensure that candidates had the technical competence for the role, assess their commitment to the Council's values and behaviours and would involve a wide range of stakeholders including representatives from a range of organisations.

In response to questions about the role of Elected Members and residents in the recruitment process, the Leader clarified that the Council had a very rigorous process

for recruiting to senior management roles and that in recruiting to the position of Chief Executive there would be appropriate Elected Member engagement which incorporated all political groups as part of the recruitment and appointment process. She also stated that residents voices would be captured through appropriate stakeholder panels.

## **Decisions**

The Committee:-

- (1) Note the resignation of the Chief Executive and thank Joanne Roney for her service and leadership over the last 7 years.
- (2) Endorse the outlined approach to the recruitment of Chief Executive.
- (3) Having had regard to the Officer Employment Procedure Rules as set out in the Council's constitution, agree to establish, a sub-committee of Personnel Committee to act as an appointment panel for the purposes of recruiting and appointing a Chief Executive, with the sub-committee consisting initially of:-
  - The Leader
  - The Deputy Leader (statutory)
  - The Deputy Leader
  - Chair of Personnel Committee (Executive Member for Finance and Resources)
- (4) Agree that the role of Opposition Elected Members in the recruitment and appointment process will be determined in consultation with the appropriate Group Leaders