

MORAY COUNCIL

Minute of Meeting of the Economic Development, Infrastructure and Planning Services Appointments Committee

Thursday, 09 June 2022

Remote Locations via Video-Conference

PRESENT

Councillor Peter Bloomfield, Councillor Neil Cameron, Councillor John Cowe, Councillor John Divers, Councillor Donald Gatt, Councillor David Gordon, Councillor Graham Leadbitter, Councillor Marc Macrae, Councillor Sonya Warren

IN ATTENDANCE

Depute Chief Executive (Economy, Environment and Finance), Head of Human Resources and ICT and Mrs L Rowan, Committee Services Officer.

1 Chair

Councillor Macrae, being Chair of the Economic Development, Infrastructure and Planning Services Appointments Committee, chaired the Meeting.

2 Resolution

The meeting resolved that in terms of Section 50A (4) and (5) of the Local Government (Scotland) Act 1973, as amended, the public and media representatives be excluded from the meeting during consideration of the items of business appearing at the relevant paragraphs of this minute as specified below, so as to avoid disclosure of exempt information of the class described in the appropriate paragraphs of Part 1 of Schedule 7A of the Act.

Paragraph No. of Minute	Paragraph No. of Schedule 7A
3	1

3 Shortleat for Appointment of Head of Environmental and Commercial Services [Para 1]

The Committee noted that there were 5 applicants for the post of Head of Environmental and Commercial Services.

During discussion surrounding the arrangements for the recruitment process, Councillor Divers raised concern that the meeting, which had originally been arranged to be held in person in the Committee Room, was changed to a virtual meeting.

In response, the Depute Chief Executive (Economy, Environment and Finance) advised that, as the shortlisting process is a paper exercise, it was considered that a virtual meeting would be acceptable.

Councillor Gatt stated that he would prefer future Appointments Committee meetings to be held in person as, in his opinion, it aided the selection process. The Head of Human Resources and ICT advised that the only part of the process which involved the Elected Members seeing the candidates either face to face or virtually was the presentation during the Assessment Centre day.

The Depute Chief Executive (Economy, Environment and Finance) advised that the Candidate Pack, which was agreed in April to accommodate timing constraints, stated that the selection process would be carried out virtually therefore, while Candidates may be asked to attend in person, this could not be required. She further advised that for the Assessment Centre, if one Candidate did not wish to attend in person, then the process would have to proceed virtually so as not to discriminate. This was noted.

The Chair noted the view of the Committee in terms of an in person selection process and asked that Candidates selected to attend the next stage of the recruitment process be invited to attend in person as opposed to virtually. In response, the Head of Human Resources and ICT agreed to progress this request.

Following consideration, the Committee agreed that Candidates 1 and 4 be invited to attend the next stage of the selection process and that both Candidates be asked to attend in person.