

**FLINTSHIRE COUNTY COUNCIL**

<b>Date of Meeting</b>	Thursday 1 <sup>st</sup> April 2021
<b>Report Subject</b>	Appointments of Independent Member to the Standards Committee
<b>Report Author</b>	Chief Officer (Governance)

**EXECUTIVE SUMMARY**

There are two vacancies for Independent Members (co-optees) on the Standards Committee. In accordance with the regulations, advertisements were placed in the local press, and also on line.

In total there were four applicants of whom three were shortlisted and interviewed. Only one candidate was suitable for appointment following interview, and it is recommended that Gill Murgatroyd be appointed.

**RECOMMENDATIONS**

1	That Gill Murgatroyd be appointed to the Standards Committee until the 31 <sup>st</sup> March 2027.
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**REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE RECRUITMENT PROCESS</b>
1.01	The Standards Committee consists of – <ul style="list-style-type: none"> <li>• 3 elected Councillors;</li> <li>• 5 Independent Members who are co-opted following advertisement.</li> <li>• 1 Town and Community Council representative</li> </ul>
1.02	There are currently two vacancies for Independent Members. The vacancies were advertised in the press (as required) and also on line and through the network of Standards Committees in North Wales. Four

	applications were received in total. Unfortunately one applicant was ineligible to serve being employed by a school, and thus technically being a County Council employee. The remaining 3 applicants were interviewed.
1.03	<p>The Interview Panel consisted of the Chair of the Council, two Independent Members of the Standards Committee, a County Councillor on the Standards Committee (Cllr Paul Johnson) and a Lay person. The Lay person is a statutory requirement and must be someone who is themselves recruited by open advertisement. In this instance the Lay person was Noela Jones who fulfils the role for a number of authorities in North Wales.</p> <p>The Chief Officer Governance was also in attendance to support and advise.</p>
1.04	One applicant was of a high quality and stood out by reason of her experience and interpersonal skills. The interview panel was unanimous in recommending that Gill Murgatroyd be appointed. A pen portrait is attached at Appendix 1.
1.05	An Independent Member can be appointed for between 4 and 6 years in their first term, and, if reappointed, for a maximum of 4 years in their second term. So that the retirement dates of the Independent Members is staggered (preventing a mass loss of experience at any one time), officers recommend that Mrs Murgatroyd be appointed for the maximum period in her first term. That is to say it is recommended that she is appointed until 31 <sup>st</sup> March 2027.
1.06	As only one candidate was recommended for appointment and there are two vacancies, we are advertising the vacancy again with interviews to take place in May using the same panel. Following feedback from the panel and candidates I have made amendments to the application pack to improve awareness of our requirements and the interview process.

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	The cost of placing the advert in the local press (as required by the legislation) was £5,420.43. These costs will be incurred again for re-advertisement.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	None.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	The application pack specified the essential characteristics required for the position of Independent Member. Each applicant's suitability was

	assessed using both the application form and a mix of pre-set interview questions (which were drafted to bring out each requirement) and follow up questions.
4.02	The advert and application pack were published bilingually, and the shortlisted candidates were offered the opportunity to be interviewed in Welsh.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 – Pen Portrait of Gill Murgatroyd

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Application pack and advert.  <b>Contact Officer:</b> Gareth Owens <b>Telephone:</b> 01352 702344 <b>E-mail:</b> Gareth.legal@flintshire.gov.uk

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<b>Independent Member</b> - a member of the Standards Committee selected following an open recruitment process, and appointed by reason of his/her skills and experience.