

Recruitment of news member of staff 29th September 2020

The Mayor received the resignation of the Clerk by email on 14th September via an attachment on an email. He emailed to acknowledge receipt of this informed the Staffing panel and the other members of the Council immediately. Whether this is classed as an acceptance is irrelevant as if you receive a resignation the person has obviously decided to move to pastures new and we should thank her for her service and wish her well in the future. Any Councillor that wishes not to accept such a resignation may like to explain to the Council what difference this will make as the employee has stated she wishes to leave.

The Council paid for Bethan Osborne the HR consult who at the time was adjoined to OALC and received guidance on advertising interviewing including question to the interviewees, job description and contracts. This was the first time professional intervention was used to recruit a new Clerk.

Having had such professional advice there seems no reason to spend more ratepayers money for the same process. There was no indication of the Council having to agree an amount for an advert to be placed in the recruitment process in 2017 as it was an urgent need that had to be paid for as the local facility was Newsquest with no competition so no need to obtain quotes, it was a case of pay up and shut up.

The advert was placed and contrary to belief there were several applicants.

The Interview panel was agreed by Council as Cllr Poskitt as current Mayor at the time, Cllr T Redpath whose experience for interviewing candidates is second to none and myself being the Acting Town Clerk joined by Bethan Osborne.

Recruitment 2020

Having all the documentation regarding the last recruitment of a Town Clerk the Staffing Panel met to discuss and came to the conclusion we had all the necessary information to move forward in this process in a professional manner and not waste public money.

The Staffing Panel made a few slight adjustments to the advert being relevant to moving on 3 years dates, pay etc.

The questions to be posed at the interviews will be the same as the ones set out by Bethan Osborne and the contract of employment is standard.

According to Councillors Parnes email he was pleased with the selection and commented on her professionalism which is a compliment to those on the interviewing panel, yet he indicates we are not professional enough to repeat the process and need all the professional help we can get.

Motion

Proposed by Cllr PM Parkinson seconded by Cllr A Grant

The Council agrees for the Staffing Panel to proceed with the necessary process of recruitment of a new clerk as early as possible with a view to a smooth change over period.