

REDDITCH BOROUGH COUNCIL

CONTENTS

Minutes of the Joint Appointments Committee – 12th November 2025

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BROMSGROVE DISTRICT AND REDDITCH BOROUGH COUNCILS

MEETING OF THE JOINT APPOINTMENTS COMMITTEE

WEDNESDAY 12TH NOVEMBER 2025, AT 5.30 P.M.

PRESENT: Councillors S. Harvey (Chairman), K.J. May, R. Bailes,
W. Hartnett, R. J. Hunter, W. King, P. M. McDonald, J. Spilsbury
and P. J. Whittaker

Observers: Councillor M. Dormer (on Teams)

Officers: Mrs. C. Felton, Mr J. Leach and Mrs. B. Talbot and Mrs. J
Gresham

1/25

NOMINATION OF A CHAIR FOR THE MEETING

A nomination was received for Councillor S. Harvey to be appointed as the Chair for the meeting. The nomination was proposed by Councillor K. May and seconded by Councillor W. Hartnett.

RESOLVED that Councillor S. Harvey be appointed to Chair the meeting of the Joint Appointments Committee.

2/25

APOLOGIES FOR ABSENCE

Members were advised that an apology for absence had been received from Councillor J. Baker.

3/25

DECLARATIONS OF INTEREST

There were no declarations of interest.

4/25

MINUTES OF THE PREVIOUS MEETING

The minutes of the Joint Appointments Committee meeting held on 8th January 2025 were submitted for Members' consideration.

RESOLVED that

the minutes of the Joint Appointments Committee meeting held on 8th January 2025 be approved as a true and correct record.

5/25

TO CONSIDER ANY URGENT BUSINESS, DETAILS OF WHICH HAVE BEEN NOTIFIED TO THE ASSISTANT DIRECTOR OF LEGAL, DEMOCRATIC AND PROCUREMENT SERVICES PRIOR TO THE COMMENCEMENT OF THE MEETING AND WHICH THE CHAIR, BY REASON OF SPECIAL CIRCUMSTANCES, CONSIDERS TO BE OF SO URGENT A NATURE THAT IT CANNOT WAIT UNTIL THE NEXT MEETING

There was no Urgent Business on this occasion.

6/25

ARRANGEMENTS FOR THE APPOINTMENT OF A SECTION 151 OFFICER FOR THE COUNCILS

The Chief Executive presented the report on the Arrangements for the Appointment of a Section 151 Officer for the Councils, for Members' consideration. In doing so, it was explained that the report set out the options for the recruitment to the Section 151 Officer position following the departure of the previous Director of Resources and Section 151 Officer. It was noted that as this was a statutory position the role was currently being undertaken by the Assistant Director for Finance and Customer Services on a temporary basis. This had been agreed through the Urgent Decision process at both Councils in October 2025. Members were informed that the Assistant Director for Finance and Customer Services role was employed by Redditch Borough Council and there had been the need for Redditch Borough Council to agree to make the current post holder available to Bromsgrove District Council under the shared services arrangements, in order to perform such duties as were required by the post at Bromsgrove District Council.

Contained within the report were three options which Members were being asked to consider and subsequently decide the preferred approach going forward. It was suggested that Option A (which included a long recruitment process and establishment of a Joint Appointments Committee along with associated reports to both Councils) would take a significant amount of time and it would be necessary to appoint to the role as quickly as possible due to the upcoming Budget setting process at both Councils.

Option B proposed that authority be delegated solely to the Chief Executive to recruit to the position. Members expressed that this option, although the most expedient, would not allow Members to have involvement in the process and meet any potential candidates prior to an appointment being made.

Option C, which proposed a long-term arrangement with another Local Authority for their Section 151 Officer to be appointed as the Director of Finance and Section 151 Officer for Bromsgrove District and Redditch Borough Councils for the lifetime of the authorities was discussed. It was reported that although this had been a potential option at the time of writing the report, subsequent discussions with another Local Authority had not been positive and this option would not be viable going forward.

During discussions regarding the financial implications of the role, it was noted that this position would only be responsible for the Finance area of the previous role and did not include the Deputy Chief Executive responsibilities. This would enable the appointee to concentrate solely on the finance area during an extremely busy time for the Finance team as the Budget setting period approached. The job description had been assessed by West Midlands Employers, and the salary had been evaluated between £114,282 and £118,694. There would be further costs involved, if the role was appointed through an agency, with a one-off payment required of twenty percent.

Members were keen to understand the length of an appointment for the temporary position. It was reported that initially this would be for six months, however it could be that due to the current situation of Local Government Reorganisation (LGR) there would be the possibility for this to be extended.

Members requested assurance that due diligence would be carried out by the Council and recruitment agency in order to appoint a candidate. Officers explained that this would be carried out during the recruitment process.

Following the discussions, Members expressed that Option B would be the most appropriate proposal going forward. However, it was requested that Members be involved in the process and a Joint Appointments Panel be established to ensure that Members had an opportunity to meet with candidates prior to any appointment being made. This was felt to be an acceptable way forward; however it was noted that the process needed to be undertaken quickly, and Members must make themselves available to meet the candidates following a shortlisting process undertaken by the Chief Executive of the Councils. Any meeting of the Joint Appointments Panel would need to take place prior to Christmas in order to ensure that a candidate be appointed as soon as possible. It was suggested that there be a panel of eight members in total (four from each Council), and that the quorum be four (which must include at least one Councillor from each authority and at least one Leader).

On being put to the vote Members

RESOLVED

- 1) to note the current acting Section 151 Officer support in place at Bromsgrove District Council and Redditch Borough Councils;
- 2) to delegate authority to the Chief Executive to shortlist candidates for the position of interim Director of Finance and Section 151 Officer for a period of six months with an option to extend as necessary, subject to Council approval of the successful candidate;
- 3) to establish a Joint Appointments Panel to consider the shortlisted candidates prior to the approval of the successful candidate at Council;
- 4) to agree the following nominations to the Joint Appointments Panel for the interim appointment of the Director of Finance and Section 151 Officer:

Bromsgrove District Council: Councillors K. May (Leader), R. Bailes, R. Hunter and P. McDonald. (4)
Redditch Borough Council: Councillors S. Harvey (Leader), J. Baker, W. Hartnett and J. Spilsbury. (4)
- 5) to agree that the quorum for meetings of the Joint Appointments Panel for the recruitment of the interim appointment of the Director of Finance and Section 151 Officer should be four Members, which must include at least one Councillor from each authority and at least one Leader.

The meeting closed at 6.00 p.m.

Chairman