NORTH EAST LINCOLNSHIRE COUNCIL
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APPOINTMENTS COMMITTEE

5th October 2026 at 9.30 a.m.

Present:

Councillor Freeston (in the Chair)
Councillor Bonner (substitute for Bright), Callison (substitute for Grice), Dawkins (substitute for Shreeve) and Jackson.

Officers in attendance:

- Sharon Wroot (Chief Executive)
- Vicky Leach (Assistant Director People and Organisational Development)
- Louise Hayes (Talent and Engagement Manager, People and Organisational Development)
- Rachel Marshall (Executive Member Support Officer)

APT.7 APOLOGIES FOR ABSENCE

Apologies for absence were received for this meeting from Councillors Bright, Clough, Grice and Shreeve.

APT.8 DECLARATIONS OF INTEREST

There were no declarations of interest made in respect of any items on the agenda for this meeting.

APT.9 MINUTES

RESOLVED – That the minutes of the Appointments Committee meetings on 10th August 2026 be approved as a correct record.

APT.10 EXCLUSION OF PRESS AND PUBLIC

RESOLVED – That the press and public be excluded for the following business on the grounds that its discussion was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

APT.11 SUMMARY REPORT OF DISCRETION ON REDUNDANCY

The committee considered a report from the Chief Executive which provided a summary of redundancies, the discretion applied to redundancy payments, and pension strain payments as listed in the report and accompanying spreadsheet “AC Report 26-27”

RESOLVED – That the report be noted.

APT.12 REPORT OF DISCRETIONARY PAYMENTS

The committee considered a report from the Chief Executive in connection with Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006.

The Head of Paid Service advised that the current policy remained workable, affordable, and provided critical consistency and certainty for organisational change. The £30,000 cap successfully continued to limit the council's financial exposure. An annual review of the policy was recommended to ensure continued alignment with the council’s constitution and financial position.

Members queried the risks associated with moving away from the current uniform policy and asked if the report was evidence based, with other authorities having been looked at for comparison. Officers explained that moving to a case-by-case model introduced risks of inconsistent decision-making and unequal treatment. Furthermore, changing the policy at this juncture would likely trigger a trade union ballot process and industrial action.

RESOLVED -

1. That the outcome of the Head of Paid Service review and the additional analysis requested on 10 August 2026 be noted.

2. That it be noted that the Council would continue not to exercise Regulation 6 discretion to award additional lump-sum compensation as its normal policy.

3. That an annual evidence-based review by the Head of Paid Service covering affordability, use, workforce outcomes, equality impact, comparator practice and employee relations, be supported.

4. That it be accepted that any future proposal to change the policy would need to be supported by quantified financial modelling, equality analysis, legal and governance advice, and meaningful consultation with recognised Trade Unions and affected employees before a final decision was taken.

APT.13 REPORT OF SENIOR LEADERSHIP STRUCTURE

The committee considered a report from the Chief Executive setting out the proposed senior leadership structure following the appointment of a permanent Chief Executive and Head of Paid Service.

The Chief Executive advised that the report would be updated to reflect revised portfolio alignments, including Environment moving into Communities and Culture, Leisure and Sport aligning under the Director of Health and Wellbeing.

Members requested a clearer presentation of the proposed structure, including reporting lines, financial implications and assurance on the rationale and cost of the proposed Deputy Director of Children's Services role.

The Chief Executive advised that the proposal reflected changes needed within the current Children's Services senior leadership team (implementing government reforms) and that any additional cost would be managed within existing budgets where possible, with any further expenditure brought back to this committee.

The Chief Executive confirmed that a further review of wider leadership tiers, including Assistant Directors, would follow implementation of the director-level restructure. Any final efficiencies would be confirmed at the end of the review, and the financial implications of the director-level changes would be included in the updated report.

RESOLVED – That the proposed senior leadership structure be supported in principle, subject to circulation of an updated report setting out the revised structure and financial implications. Responses would be provided by email, subject to confirmation from the Monitoring Officer.

APT.14 REPORT OF RECRUITMENT FOR SENIOR LEADERSHIP

The committee considered a report of the proposed recruitment and appointment arrangements arising from the revised structure supported at APT.13.

Officers recommended engaging an external executive search partner for the Strategic Director of Place role to support a targeted recruitment approach and test the wider market for suitably experienced candidates.

Members queried the proposed use of external consultants and noted the need for clearer information on the anticipated cost and value of this approach.

Officers advised that the estimated agency fee would be approximately 12% of the successful candidate's starting salary. The proposed approach would enable the council to benchmark interest in the role, reach candidates beyond standard advertising routes and support a robust assessment of the external market.

The Chair proposed an amended recommendation to undertake an initial four-week in-house recruitment exercise before engaging an external agency. Following a vote, the amendment was not supported. The committee then voted on the original officer recommendation to proceed with an external executive search partner.

RESOLVED - : That the original officer recommendations to utilise an external recruitment and executive search partner be approved (4 votes to 1).

1. That an external recruitment campaign for the post of Strategic Director Place, supported by the Council's appointed Executive Search partner, be approved.

2. That an internal competitive recruitment process for the post of Strategic Director Resources be approved.

3. That, should the internal process for Strategic Director Resources not identify an appointable candidate, a further recruitment proposal be brought forward following consideration of the available external market and the most proportionate campaign approach.

4. That the indicative recruitment and assessment process, set out at Appendix 1 of the report now submitted, be approved, including the proposed involvement of the Chief Executive, the Council's appointed Executive Search partner and Appointments Committee at the relevant stages.

5. That the Chief Executive be authorised, supported by the Talent and Engagement Manager to implement the recruitment processes and indicative timetables set out in Appendix 1 of the report now submitted, including finalising the candidate information, assessment arrangements and administrative details, provided that these remain consistent with the Council's Constitution and Chief Officer recruitment and selection arrangements.

6. That the current interim Section 151 Officer and the current Assistant Director Law and Governance and Monitoring Officer be slotted into the Director of Finance and Section 151 Officer and Director of Law and Governance and Monitoring Officer posts respectively, in accordance with the HR advice received.

There being no further business, the Chair closed the meeting at 10.20 a.m.