



APPOINTMENTS COMMITTEE

10th August 2026 at 9.30 a.m.

Present:

Councillor Freeston (in the Chair)
Councillor Bright, Grice, Jackson and Morland (substitute for Wilson).

Officers in attendance:

- Simon Jones (Assistant Director Law and Governance)
- Vicky Leach (Assistant Director People and Organisational Development)
- Rachel Marshall (Executive Member Support Officer)

APT.1 APPOINTMENT OF CHAIRMAN AND DEPUTY CHAIRMAN

It was noted that at the Annual General Meeting of the Council held on 21st May 2026, Councillor Freeston had been appointed the Chair and Councillor Grice, the Deputy Chair of the Appointments Committee for the ensuing Municipal Year.

APT.2 APOLOGIES FOR ABSENCE

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

APT.3 DECLARATIONS OF INTEREST

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

APT.4 MINUTES

RESOLVED – That the minutes of the Appointments Committee meetings on 13th April 2026 were accepted as a correct record.

APT.5 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.6 REPORT ON DISCRETIONARY PAYMENTS

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

Members requested that additional information and further analysis of the financial impacts, effect on the workforce, particularly recruitment and retention, and industrial relations be made available.

Councillor Freeston proposed and Councillor Jackson seconded an additional recommendation to invite the Head of Paid Service to consider a further review of the policy on the exercise of discretionary payments under the 2006 Regulations, informed by an assessment of the financial, workforce, employee-relations and governance implications. This was carried on a vote of 4 for and 1 against.

RESOLVED –

1. That it be noted that the Council is required to maintain a clear policy on the exercise of discretionary compensation powers under the 2006 Regulations.
2. That it be acknowledged that the establishment and ongoing review of the Discretionary Compensation Policy sat with the Head of Paid Service, within the Council's constitutional framework.
3. That the outcome of the Head of Paid Service review, which concluded that maintaining the then current policy was workable, affordable and reasonable having regard to foreseeable costs, be noted.
4. That the Head of Paid Service be invited to consider a further review of the policy on the exercise of discretionary payments under the 2006 Regulations, informed by an assessment of the financial, workforce, employee-relations and governance implications.

There being no further business, the Chair closed the meeting at 9.38 a.m.