**ABERGAVENNY TOWN COUNCIL**

**MINUTES OF EXTRAORDINARY FULL COUNCIL MEETING HELD 18TH SEPTEMBER 2023 AT 5PM ON MS TEAMS & IN THE COMMUNITY ROOM, TOWN HALL, ABERGAVENNY**

**Present:** Cllr A Wilde (Chair)

Cllr Callard (Vice Chair)

Cllr Bowyer

Cllr Barnes

Cllr S Burch

Cllr K Eldridge

Cllr Groucutt

Cllr George

Cllr C Holland

Cllr G Jones

Cllr Konieczny

Cllr Nicholson

Cllr D Simcock

Cllr G Wilde

**In attendance**: S Rosser – Principal Officer/RFO

No public session

No public in attendance

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| EM03/23 | **Receive and approve apologies for absence**  Apologies were received from Cllrs Brocklesby, Powell and Wright and it was resolved to accept the reasons for absence. |
| EM04/23 | **To receive declarations of interest for items on the agenda.**  Declaration of intertest received from Cllr Callard as he is related to one of the applicants. |
| EM05/23 | **To receive and approve the recruitment recommendation for Deputy Principal Officer/Deputy RFO.**  Cllr A Wilde introduced the report. The Principal Officer talked through the application process and the suggested recommendation. Cllr Burch asked how confident the panel are on the recommendation. Cllr A Wilde said that deliberations had been lengthy and scores were scrutinised to make sure we were confident on the decision reached. Cllr Konieczny commented that we had 4 good strong candidates and it was a close decision, with the person offering the best fit to the team and council, and best placed on how to take the Council forward being considered for the post.  Cllr Nicholson asked how we are intending to deal with the rejections. We want to everyone to leave this with a warm positive experience. Cllr Konieczny said the debrief will be offered to all candidates. Possible offering of something similar to ‘work experience’ to the 2nd candidate (A). Cllr G Wilde asked what happens if first choice candidate turns down the offer? Cllr A Wilde assured Councillors each candidate has ben asked at interview if they are a serious candidate, and Cllr Konieczny said that if Candidate D turns it down then Candidate A will be offered the position. All had incredible skill sand attributes, and al could start within a month. Cllr Simcock asked if we are going to offer the job to Candidate D, do we wait until an acceptance is received before informing other candidates. Cllr Konieczny reiterated the report recommends offering the post to Candidate D, who will be contacted immediately after this meeting has concluded, and subject to references, can take on the post. If this doesn’t happen, then we go back to Candidate A. Cllr G Wilde asked about references, and if they had been taken yet. Again, it was explained this wouldn’t happen until the post had been offered to a candidate. Cllr Nicholson asked what is being put in place if things don’t work out. Cllr Konieczny said that there will be a probationary period of 6 months. It is unlikely for us to rescind an offer unless sin extreme cases, and the candidate will be offered training and support. If the candidate decides to leave, we can offer to Candidate A if they are still available to take the post. We have bucked the trend across the board having strong candidates apply where others struggle to recruit. Cllr A Wilde said thanks to Cllr Nicholson for helping to re-write the whole process. Cllr Konieczny said the candidates all felt welcomed and able to approach us. Cllr Barnes asked about lessons learned – can we feed back on this. Cllr Nicholson felt this would be very beneficial to come back to once recruitment process is complete. Cllr Eldridge asked if anyone asked for accommodation of accessibility needs. Principal Officer indicated that an open door policy was offered throughout, and Cllr Konieczny said that applicants were enabled and encouraged to ask questions of the interview panel so they could tell us more about their ambitions and why they wanted to work here, and the skills that might not have been picked up on. No barriers, all given assistance with IT, sat ‘in the round’ with no tables as barriers between panel and candidate. Tiem given to gather thoughts and ask for clarification at any point. Cllr G Wilde said is it fair to offer work experience to the second candidate if they haven’t been successful in gaining the top offer. Cllr Konieczny explained that it would test if they want to work in local government, and as it is a part time post, it can be offered on days the successful candidate is not in the office. All candidates had limited local government experience. Wanted proven ability to learn, take on, interest in serving the community, and being part of a team, flexibility. Looked at those who can enable us to fulfil ambitions of Abergavenny Town Council. Cllr Nicholson appreciated giving people pathways into local government and giving someone the chance to see if they have a genuine interest in Local Government.  Cllr Bowyer proposed accepting the recommendation of offering the post to Candidate D, seconded by Cllr Eldridge. One abstain from voting from Cllr Nicholson, all other councillors present voted in favour of resolving to accept the recommendation. |

**MEETING ENDED AT 5:27pm**

**CHAIR ………………………………………. DATE ……………………………**