

STAFFING COMMITTEE

MINUTES OF MEETING HELD ON THURSDAY 2 JULY 2026

Present: Cllrs Nick Ireland, Jill Haynes, Hannah Hobbs-Chell, Andrew Parry and Ben Wilson

Officers present (for all or part of the meeting):

Kate Critchel (Senior Democratic & Governance Services Officer), Catherine Howe (Chief Executive) and Chris Matthews (Head of People and Workforce)

12. Election of Chair

It was proposed by Cllr J Haynes seconded by Cllr B Wilson

Decision

That Cllr N Ireland be elected the Chair for the meeting.

13. Declarations of Interest

No declarations of disclosable pecuniary interests were made at the meeting.

14. Appointment of Executive Director of Modernisation & Customer Delivery

The Staffing Committee received a report setting out the recruitment campaign and process for the appointment of Executive Director of Modernisation & Customer Delivery.

15. Urgent items

There were no urgent matters to discuss at the meeting.

16. Exempt Business

It was proposed by Cllr N Ireland and seconded by Cllr A Parry

Decision

That the press and the public be excluded for the following item(s) in view of the likely disclosure of exempt information within the meaning of paragraph 3 of schedule 12 A to the Local Government Act 1972 (as amended).

17. Appointment of Executive Director of Modernisation & Customer Delivery

The Staffing Committee interviewed three shortlisted candidates for the post. Each candidate participated in a question-and-answer session. The committee members independently assessed and scored each candidate's performance.

Following the interviews, the committee received feedback from the stakeholder panel meetings in respect of each candidate. The stakeholder panels included a senior leadership team (SLT) panel, a senior manager panel and an employee panel. Having considered the interview scores, stakeholder feedback and following deliberations the committee reached a decision.

It was proposed by Cllr N Ireland and unanimously agreed that:

Decision

- (a) That Lucie Laker be appointed to the position of Executive Director of Modernisation & Customer Delivery, subject to the Chief Executive receiving satisfactory clarification on a small number of outstanding matters.
- (b) That authority be delegated to the Chief Executive to finalise terms and conditions of employment.

Duration of meeting: 10.30 am - 4.30 pm

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