



WOKINGHAM BOROUGH COUNCIL

An Extraordinary Meeting of the **PERSONNEL BOARD** will be held in Board Room - Civic Offices, Shute End, Wokingham RG40 1BN on **MONDAY 23 MARCH 2020 AT 6.30 PM**

A handwritten signature in black ink, appearing to read 'Susan Parsonage', written in a cursive style.

Susan Parsonage
Chief Executive
Published on 13 March 2020



WOKINGHAM BOROUGH COUNCIL

Our Vision

A great place to live, learn, work and grow and a great place to do business

Enriching Lives

- Champion outstanding education and enable our children and young people to achieve their full potential, regardless of their background.
- Support our residents to lead happy, healthy lives and provide access to good leisure facilities to complement an active lifestyle.
- Engage and involve our communities through arts and culture and create a sense of identity which people feel part of.
- Support growth in our local economy and help to build business.

Safe, Strong, Communities

- Protect and safeguard our children, young and vulnerable people.
- Offer quality care and support, at the right time, to prevent the need for long term care.
- Nurture communities and help them to thrive.
- Ensure our borough and communities remain safe for all.

A Clean and Green Borough

- Do all we can to become carbon neutral and sustainable for the future.
- Protect our borough, keep it clean and enhance our green areas.
- Reduce our waste, improve biodiversity and increase recycling.
- Connect our parks and open spaces with green cycleways.

Right Homes, Right Places

- Offer quality, affordable, sustainable homes fit for the future.
- Build our fair share of housing with the right infrastructure to support and enable our borough to grow.
- Protect our unique places and preserve our natural environment.
- Help with your housing needs and support people to live independently in their own homes.

Keeping the Borough Moving

- Maintain and improve our roads, footpaths and cycleways.
- Tackle traffic congestion, minimise delays and disruptions.
- Enable safe and sustainable travel around the borough with good transport infrastructure.
- Promote healthy alternative travel options and support our partners to offer affordable, accessible public transport with good network links.

Changing the Way We Work for You

- Be relentlessly customer focussed.
- Work with our partners to provide efficient, effective, joined up services which are focussed around you.
- Communicate better with you, owning issues, updating on progress and responding appropriately as well as promoting what is happening in our Borough.
- Drive innovative digital ways of working that will connect our communities, businesses and customers to our services in a way that suits their needs.

MEMBERSHIP OF THE PERSONNEL BOARD

Councillors

John Halsall (Chairman)	John Kaiser (Vice-Chairman)	Carl Doran
Lindsay Ferris	Pauline Helliar-Symons	Clive Jones
Simon Weeks		

Substitutes

Parry Batth	Rachel Bishop-Firth	Shirley Boyt
Prue Bray	Rachel Burgess	UllaKarin Clark
Stephen Conway	Andy Croy	Maria Gee
Charlotte Haitham Taylor	David Hare	Graham Howe
Charles Margetts	Ian Pittock	Daniel Sargeant
Imogen Shepherd-DuBey	Rachelle Shepherd-DuBey	Wayne Smith

ITEM NO.	WARD	SUBJECT	PAGE NO.
30.		APOLOGIES To receive any apologies for absence	
31.		DECLARATION OF INTEREST To receive any declarations of interest	
32.		EXCLUSION OF THE PUBLIC That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act (as amended) as appropriate.	
33.	None Specific	SHORTLIST FOR DIRECTOR, COMMUNITIES, INSIGHT & CHANGE To receive a report on shortlisting for Director, Communities, Insight & Change. <i>(Part 2 sheets to follow)</i>	5 - 6
34.	None Specific	SHORTLIST FOR DIRECTOR, PLACE & GROWTH To receive a report on shortlisting for the Director Place & Growth post. <i>(Part 2 sheets)</i>	7 - 96

Any other items which the Chairman decides are urgent

A Supplementary Agenda will be issued by the Chief Executive if there are any other items to consider under this heading.

CONTACT OFFICER

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Postal Address	Civic Offices, Shute End, Wokingham, RG40 1BN

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TITLE Shortlist for Director, Communities, Insight & Change

FOR CONSIDERATION BY Personnel Board on 23 March 2020

WARD None Specific

LEAD OFFICER Chief Executive - Susan Parsonage

<p>OUTCOME / BENEFITS TO THE COMMUNITY</p> <p>To approve the candidates to take forward to Final Interview</p>
<p>RECOMMENDATION</p> <p>Members are recommended to:</p> <p>1) Review the report submitted by the Executive Search firm, Penna with regards to the long listed applicants for the role of Director, Communities, Insight & Change who attended Technical Interviews on 9 March and decide which, if any to take forward for Final interview.</p>
<p>SUMMARY OF REPORT</p> <p>Attached as Appendix 1 is the report prepared by Penna, which details their feedback from the Long list technical interviews for the role of Director, Communities, Insight & Change. <i>(Part 2 sheets)</i></p> <p>Members are asked to review this report and consider the recommendations made and confirm candidates to take forward to short list interview.</p>

Background

At Full Council on 20 February 2020 as part of the MTFP 20/21, it was agreed to introduce an additional Director role, responsible for Communities, Insight & Change.

Analysis of Issues

Analysis is contained in Appendix 1

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council continues to face severe financial challenges over the coming years as a result of reductions to public sector funding and growing pressures in our statutory services. It is estimated that Wokingham Borough Council will be required to make budget reductions of approximately £20m over the next three years and all Executive decisions should be made in this context

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
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Current Financial Year (Year 1)	Nil*	n/a	n/a
Next Financial Year (Year 2)	Nil*	n/a	n/a
Following Financial Year (Year 3)	Nil*	n/a	n/a

Other financial information relevant to the Recommendation/Decision
Included in MTFP 20/21 as growth and approved

Cross-Council Implications
It is aligned with the delivery of the proposed Council Plan and priorities

Public Sector Equality Duty
Due regard has been given to our Equality Duty and all candidates have been assessed based on the essential requirements of the role.

Reasons for considering the report in Part 2
Appendix 1 - contain personal information with regards to the long listed candidates

List of Background Papers
Appendix 1 – Director, Communities, Insight & Change – report on Technical Interviews

Contact Sarah Swindley	Service Business Services
Telephone No Tel: 0118 974 6076	Email sarah.swindley@wokingham.gov.uk

Agenda Item 34.

TITLE	Shortlist for Director, Place & Growth
FOR CONSIDERATION BY	Personnel Board on 23 March 2020
WARD	None Specific
LEAD OFFICER	Chief Executive - Susan Parsonage

OUTCOME / BENEFITS TO THE COMMUNITY

To approve the candidates to take forward to Final Interview

RECOMMENDATION

Members are recommended to:

- 1) Review the report submitted by the Executive Search firm, Penna with regards to the long listed applicants for the role of Director, Place and Growth who attended Technical Interviews on 6 March and decide which, if any to take forward for Final interview on 6 April 2020.

SUMMARY OF REPORT

Attached as Appendix 1 is the report prepared by Penna which details their feedback from the Long list technical interviews for the role of Director, Place & Growth (*Part 2 sheets*)

Members are asked to review this report and consider the recommendations made and confirm candidates to take forward to short list interview.

Background

This vacancy has come about due to the impending retirement of the existing Director, Sarah Hollamby.

Analysis of Issues

Analysis is contained in Appendix 1

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council continues to face severe financial challenges over the coming years as a result of reductions to public sector funding and growing pressures in our statutory services. It is estimated that Wokingham Borough Council will be required to make budget reductions of approximately £20m over the next three years and all Executive decisions should be made in this context

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil	n/a	n/a
Next Financial Year (Year 2)	Nil	n/a	n/a
Following Financial Year (Year 3)	Nil	n/a	n/a

Other financial information relevant to the Recommendation/Decision

None

Cross-Council Implications

None

Public Sector Equality Duty

Due regard has been given to our Equality Duty and all candidates have been assessed based on the essential requirements of the role.

Reasons for considering the report in Part 2

Appendix 1 contain personal information with regards to the long listed candidates

List of Background Papers

Appendix 1 - Director, Place & Growth – report on Technical Interviews

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By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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