

## EMPLOYMENT COMMITTEE

**27 August 2015**

Is the final decision on the recommendations in this report to be made at this meeting?

**Yes**

### Appointment of Sub-Committees

<b>Final Decision-Maker</b>	Employment Committee
<b>Lead Head of Service</b>	Paul Riley, Head of Finance and Resources
<b>Lead Officer and Report Author</b>	Caroline Matthews, Democratic Services Officer
<b>Classification</b>	Public
<b>Wards affected</b>	All

#### **This report makes the following recommendations to this Committee:**

1. That the Committee appoint to the Sub-Committees as set out in Section 4 of the report; and
2. That the Committee agree that, for consistency, the panel of Members for the Mid-Year Review of the Chief Executive is the same panel as appointed for the annual review process of the Chief Executive.

#### **This report relates to the following corporate priorities:**

#### **Timetable**

<b>Meeting</b>	<b>Date</b>
Employment Committee	27 August 2015

# Appointment of Sub-Committees

## 1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 To appoint to the Committee's various Sub-Committees as detailed in the body of the report.
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## 2. INTRODUCTION AND BACKGROUND

- 2.1 Set out in the body of the report and in the Appendix 'A' are the various Sub-Committees to which this Committee is required to make member appointments. It is possible to appoint a Sub-Committee which is not politically balanced and the arrangements for such appointments are set out in paragraph 2.2 below.
- 2.2 Section 17 of the Local Government and Housing Act 1989 provides for exceptions to the political balance requirements. In essence, the Committee can amend the political balance of a Sub-Committee provided that notice of the intention to give such consideration has been given to all Members of the Committee and when the alternative arrangements are put to the vote at the Committee, no members of the Committee votes against them.
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## 3. AVAILABLE OPTIONS

- 3.1 An alternative would be to not appoint to any or all of the Sub-Committees but this is not recommended as it would be going against the decision of Council as set out in the Constitution.
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## 4. PREFERRED OPTION AND REASONS FOR RECOMMENDATIONS

- 4.1 Sub-Committee to consider the applications received for the posts of Chief Executive and Directors, compile a shortlist for interview and subsequently to interview and make appointments (in the case of the Chief Executive, any appointment is subject to confirmation by full Council)

### **Panel to consist of 5 Councillors (to be the Group Leaders of the 5 largest parties)**

- 4.2 Sub-Committee to review annually the performance of the Chief Executive and Directors, to agree targets for the coming financial year, and agree any corrective action which may be required relating to the previous financial year

**Panel to consist of 5 Councillors (to be the Group Leaders of the 5 largest parties)**

- 4.3 Sub-Committee to review the performance of the Chief Executive at mid year and review the targets set for the financial year

**Panel to consist of 5 Councillors (to be the Group Leaders of the 5 largest parties)**

- 4.4 To hear and determine appeals against decisions taken by the Chief Executive under the disciplinary or capability procedures or to hear grievances raised against the Chief Executive under the grievance procedure

**Panel to consist of 3 Councillors**

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**5. NEXT STEPS: COMMUNICATION AND IMPLEMENTATION OF THE DECISION**

- 5.1 Once the appointments are made, these will be held for the remainder of the municipal year.

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**6. CROSS-CUTTING ISSUES AND IMPLICATIONS**

<b>Issue</b>	<b>Implications</b>	<b>Sign-off</b>
<b>Impact on Corporate Priorities</b>	There are no direct impacts on corporate priorities arising from this decision but the sub-committees' impact is through the control of senior officers employed to deliver the strategic objectives.	Head of Finance & Resources.
<b>Risk Management</b>	Failure to appoint to these Sub-Committees could create difficulties for the Council in undertaking these functions	[Head of Service or Manager]
<b>Financial</b>	These sub-committees form part of the original plan for the committee system of governance and as such they do not create an additional financial pressure.	Head of Finance & Resources
<b>Staffing</b>	There are no staffing implications	[Head of Service]
<b>Legal</b>	The appointment of the proposed Sub-Committees will comply with the provisions of the Local Government & Housing	Head of Legal Partnership

	Act 1989 and the Council's Constitution.	
<b>Environmental/Sustainable Development</b>	There are no environmental/sustainable development implications	[Head of Service or Manager]
<b>Community Safety</b>	There are no community safety implications	[Head of Service or Manager]
<b>Human Rights Act</b>	There are no human rights implications	[Head of Service or Manager]
<b>Procurement</b>	There are no procurement implications	[Head of Service & Section 151 Officer]
<b>Asset Management</b>	There are no asset management implications	[Head of Service & Manager]

## **7. REPORT APPENDICES**

**None**

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## **8. BACKGROUND PAPERS**

**None**