

Appointment Sub-Committee (To consider the applications received for the posts of Chief Executive and Directors and to compile a shortlist for interview and subsequently to interview and make appointments (in the case of the Chief Executive, this is subject to confirmation by full Council) – **Panel to comprise of 5 Councillors**

CON X2	LIB DEM X2	X1 (IND OR UKIP)		

Substitutes

Performance Sub-Committee (To review annually the performance of the Chief Executive and Directors, to agree the targets for the coming financial year, and agree any corrective action which may be required relating to the previous financial year) and to review the mid-term performance of the Chief Executive and Directors – **Panel to comprise of 5 Councillors (to include the Group Leaders of the 5 largest parties)**

CON	LIB DEM	IND	UKIP	LAB
BLACKMORE	WILSON	GOOCH	POWELL	HARPER

No Substitutes

Investigatory Sub-Committee (To act as a an investigatory Committee in disciplinary matters for protected Officers) (3 Councillors required)

CON X1	LIB DEM X1	X1 (IND OR UKIP)		

Substitutes

Hearings Sub-Committee – to act as a hearings panel as appropriate (except any decision to dismiss the Head of Paid Service, Chief Finance Officer or Monitoring Officer which must be approved by Council) (**to comprise of 3 Councillors**). The hearings panel to dismiss the Head of Paid Service, Chief

Appendix A

Finance Officer or Monitoring Officer should also comprise of up to two Independent Persons.

CON X1	LIB DEM X1	X1 (IND OR UKIP)		

Substitutes

Appeals Sub-Committee – 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 (to consist of 3 Councillors)

CON X1	LIB DEM X1	X1 (IND OR UKIP)		

Substitutes
