

EMPLOYMENT MATTERS COMMITTEE

10 JUNE 2020

ESTABLISHMENT OF EMPLOYMENT MATTERS APPEALS PANEL

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Summary

Members are asked to agree to the establishment of the Employment Matters Appeals Panel and appoint Members to it.

1. Budget and Policy Framework

- 1.1 The appointment of Chairmen and Vice-Chairmen of Committees, the establishment of sub-committees and the appointment of Members to serve on them is normally a matter for decision at a Joint Meeting of Committees, which immediately follows the Annual Council Meeting.
- 1.2 As Members will be aware, the Council decided in April not to hold an annual meeting in accordance with The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020. As such there was no Joint Meeting of Committees and the appointment of Chairman and Vice-Chairman and the establishment of sub-committees is therefore a matter for the relevant Committee. The Employment Matters Appeals Panel is a sub-committee of the Employment Matters Committee.

2 Establishment of Sub-Committees and allocation of seats

- 2.1 The Council is required under the Local Government and Housing Act 1989 to to allocate seats on Committees and sub-committees to political groups in accordance with the size of each group on the Council as a whole, unless alternative arrangements are notified to all Members five clear days in advance of the meeting and agreed without any Councillor voting against them.
- 2.2 As there was no Annual Council meeting this year this review could not take place in respect of Committees and, as such, there is no requirement to review the allocation of seats on the Employment Matters Appeals Panel.
- 2.3 The terms of reference of the Panel are set out in the in the Constitution and are as follows:

To hear and determine final appeals by employees on behalf of the Council relating to their conditions of service, discipline, performance or termination of employment. (Noting that appeals against disciplinary action short of dismissal affecting the Head of the Paid Service, the S.151 Officer and the Monitoring Officer will be dealt with by the Disciplinary Appeals Committee.)

- 2.4 The size of the Panel is a matter for the Committee, but it is recommended that it, as in previous years, it should comprise 3 Members of the Employment Matters Committee.

3. Financial, legal and risk management implications

- 3.1 There are no financial implications arising from this report.
- 3.2 The legal position is set out within the body of the report.
- 3.3 There are no risk management implications arising from this report.

4. Recommendations

- 4.1 The Committee is asked:
- a) to agree to the establishment of the Employment Matters Appeals Panel comprising 3 Members of this Committee and allocate 2 seats to the Conservative Group and 1 seat to the Labour and Co-operative Group; and
 - b) to appoint Councillors Fearn, Hackwell and Khan to the Panel.

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Appendices

None

Background papers

None