

Employment Matters Committee

1 May 2025

Review of the Allocation of Committee Seats on Sub Committees and Working Groups

Report from: Bhupinder Gill, Assistant Director, Legal and Governance

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Summary

This report sets out the outcome of a review of the allocation of seats following a change of political balance on the Council in February 2025.

1. Recommendations

- 1.1. The Committee is asked to approve the allocation of seats for the Employment Matters Appeal Panel, Joint Consultative Committee and Equalities Working Group as set out in Appendix A to the report.

2. Budget and policy framework

- 2.1. Whilst full Council is responsible for reviewing the allocation of committee seats for main committees, following changes to political balance, responsibility for reviewing sub-committees and working groups falls to the relevant main committee, in this case, the Employment Matters Committee.

3. Background

- 3.1. The Council was required to undertake a review of the allocation of committee seats following the outcome of the recent by-elections and the subsequent creation of a new political group on the Council. The review was considered and agreed by full Council on 27 February 2025, and it was noted that parent committees would receive reports on allocation of seats to their subcommittees and working groups. This is the first meeting of the Committee since that review. The allocation of seats will next be reviewed on 14 May 2025 at the Annual Council Meeting and the Joint Meeting of Committees.

4. Advice and analysis

- 4.1. The report considered and agreed at full Council on 27 February 2025, sets out the political proportionality workings and the review of seat allocations which has been used below.

4.2. Employment Matters Appeal Panel

4.2.1. The Employment Matters Appeal Panel has a membership of 3, and had a previous allocation of seats as follows:

- Conservative Group – one seat
- Independent Group – no seats
- Labour and Co-operative Group – two seats.

4.2.2. Following the review and considering the size of the Panel, the proposed allocation of seats is now:

- Conservative Group – one seat
- Independent Group – one seat
- Labour and Co-operative Group – one seat
- Reform UK Group – no seats.

4.3. Joint Consultative Committee

4.3.1. The Joint Consultative Committee's Councillor membership mirrors that of this Committee, and will lose one Labour and Co-operative Group seat and have one unallocated seat instead.

4.4. Equalities Working Group

4.4.1. The Employment Matters Appeal Panel has a membership of 4, and had a previous allocation of seats as follows:

- Conservative Group – one seat
- Independent Group – no seats
- Labour and Co-operative Group – three seats.

4.4.2. Following the review and considering the size of the Working Group, the proposed allocation of seats is now:

- Conservative Group – one seat
- Independent Group – one seat
- Labour and Co-operative Group – two seats
- Reform UK Group – no seats.

5. Consultation

5.1. Group Whips have been consulted on these proposals.

6. Financial, legal and risk management implications

6.1. There are no financial or risk management implications directly arising from this report.

- 6.2. The proposals in this report relating to the allocation of Committee seats comply with the relevant legal requirements set out in the Local Government and Housing Act 1989 and The Local Government (Committees and Political Groups) Regulations 1990.

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Appendices

Appendix A – Revised allocation of committee seats and proposed memberships

Background papers

[Full Council - 27 February 2025](#)

**EMPLOYMENT MATTERS APPEALS PANEL -
SUB-COMMITTEE OF EMPLOYMENT MATTERS COMMITTEE (3 MEMBERS)**

Labour and Co-operative (1)	Conservative (1)	Independent Group (1)	Reform UK Group (0)	Not allocated (0)
Councillors:	Councillor:	Councillor:		
Mark Prenter	Fearn	Sands		

JOINT CONSULTATIVE COMMITTEE (7 MEMBERS)

Labour and Co-operative (3)	Conservative (2)	Independent Group (1)	Reform UK Group (0)	Not allocated (1)
Councillors:	Councillor:	Councillor:		
Cook Hamilton Mark Prenter	Fearn Hackwell	Sands		

Notes:

1. Chairperson to be appointed at the first meeting in each year.
2. This Committee membership comprises the membership of the Employment Matters Committee.

EQUALITIES WORKING GROUP (4 MEMBERS)

Labour and Co-operative (2)	Conservative (1)	Independent Group (1)	Reform UK Group (0)	Not allocated (0)
Councillors:	Councillor:	Councillor:		
Campbell Hamilton	Hackwell	Williams		