

PERSONNEL COMMITTEE - TUESDAY, 13 JUNE 2023

Report of the Director Finance, Governance and Contracts

Part A

APPOINTMENTS TO PANELS 2023-24

Purpose of Report

To consider appointments to Panels for 2023-24.

Recommendation

That Panels comprising 5 councillors be appointed for the Council year 2023-24 in respect of the following:

- a) To determine appeals by a JNC Officer against dismissal.
- b) To determine all other employment related appeals for JNC staff which are provided for in the Council's procedures.
- c) To make recommendations to Council on the appointment or dismissal of the Head of Paid Service.
- d) To make recommendations to Council on the appointments to Chief Officer and Statutory Officer posts excluding the Head of Paid Service.
- e) To undertake the Chief Executive's Performance and Development Review.

Reason

Section 5.5 (e) of the Council's Constitution (Roles of decision taking Committees) states that the Personnel Committee will appoint Panels comprising 5 councillors (with a quorum of 3) for these functions. Appointing Panels to undertake these functions at the beginning of the Council year will prevent the need for a meeting of the Committee for the sole purpose of appointing a Panel and enable the functions to be dealt with in a timely manner.

Policy Justification and Previous Decisions

The responsibilities of the Personnel Committee include the appointment of Panels for the purposes set out.

Implementation Timetable including Future Decisions

Once decided by the Committee, the appointments will come into immediate effect for 2023-24.

Report Implications

Financial Implications

None identified

Risk Management

None identified

Equality and Diversity

None identified

Climate Change and Carbon Impact

None identified

Crime and Disorder

None identified

Wards Affected

Not applicable

Publicity Arrangements

Not applicable

Consultations

Not applicable

Links to the Corporate Strategy

Caring for the Environment	No
Healthy Communities	No
A Thriving Economy	No
Your Council	Yes

Background Papers: None

Officer to contact: Nicky Conway
Democratic Services Officer (NC)
Tel: 01509 634787
Nicky.Conway@charnwood.gov.uk

Part B

Background

1. Section 5.5 (e) of the Council's constitution states that the Personnel Committee will appoint panels for the following functions:

To determine appeals by a JNC Officer against dismissal.

To determine all other employment related appeals for JNC staff which are provided for in the Council's procedures.

To make recommendations to Council on the appointment or dismissal of the Head of Paid Service.

To make recommendations to Council on the appointments to Chief Officer and Statutory Officer posts excluding the Head of Paid Service.

To undertake the Chief Executive's Performance and Development Review.

2. In 2014/15, the Committee decided to appoint a single Panel for all of the functions as set out above but was also given the opportunity each year to consider if it might wish to appoint Panels for some or all of the functions stated, only as they are needed in each year.

In 2022/23 the Committee determined to appoint a single Panel for the functions a, b, c, e only as set out in the Council's Constitution and to appoint a separate Panel for function d, (*To make appointments to Chief Officer and Statutory Officer posts excluding the Head of Paid Service*) due to an ongoing Senior Leadership Review.

Note: *changes to the Constitution which came into effect on 1st May 2023 have clarified function d as follows: To make ... recommendations to Council on the ... appointments to Chief Officer and Statutory Officer posts.*

3. A 5 Member Panel which reflects the political balance of the Council, will comprise 2 Conservative councillors, 2 Labour councillors and 1 Green Councillor.
4. In 2022-23 the Committee resolved to appoint Barkley, Boldrin, Morgan Poland and Shepherd for a Panel in respect of the functions a, b, c, e as set out in Section 5.5 (e) of the Council's Constitution (Roles of decision taking Committees). The Committee also resolved to appoint Barkley, Boldrin, Morgan, Poland and Snartt be appointed for the Council year 2022-23 to form a Chief Officer Appointment Panel (function d, as set out in Section 5.5 (e) of the Council's Constitution) based on political balance requirements.
5. When the Committee appoints the Panel members, there is no requirement that Panel membership be drawn solely from that of the Personnel Committee but it is usual for this to be the case.

6. The Council's Constitution states that councillors should not participate in Personnel Committee and Panel meetings unless they have attended appropriate training on relevant personnel matters prescribed by the Head of Governance and HR.