

PERSONNEL COMMITTEE – 16TH AUGUST 2021

Report of the Strategic Director, Environmental and Corporate Services

Part A

ITEM 6 APPOINTMENTS TO PANELS 2021-22

Purpose of Report

To consider appointments to Panels for 2021-22.

Recommendation

That Panels comprising 5 councillors be appointed for the Council year 2021-22 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 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 2021 - 22.

Report Implications

The following implications have been identified for this report:

Financial Implications

None identified.

Risk Management

There are no specific risks associated with this decision.

Background Papers: None

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Part B

Background

1. A 5 Member Panel which reflects the political balance of the Council, will comprise 4 Conservative councillors and 1 Labour councillor.
2. In 2014/15, the Committee decided to appoint a single Panel for all of the functions set out in the recommendation. Alternatively, the Committee might wish to appoint Panels for some or all of the functions stated, only as they are needed in 2021-22.
3. In 2020-21 the Committee resolved to appoint Barkley, Brennan, Morgan Poland and Shepherd for a Panel in respect of the functions stated in the recommendation.
4. 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.
5. 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 Strategic Support.