

ANNEX D

Personnel Committee

To discharge with delegated authority the functions specified below:-

- (a) Personnel and related matters where a non-executive function under Schedule 1 of the 2007 Regulations i.e.
- Regulations under Superannuation Act 1972 – relating to staff pensions;
 - Section 112 of Local Government Act 1972 – including relating to staff terms and conditions (consequent on appointments under the Employment Procedure rules) i.e. related matters such as job evaluation strategies; national/local pay negotiations; operational conditions of service policies e.g. sickness; Directorate structural/staffing changes, incl. ER/VR policies; industrial disputes

Note: the executive is able to discuss issues above for comment to the Committee; it will also have statutory responsibility for health and safety as employer; and for other personnel related policies/issues which fall to the executive e.g. personnel work programmes/business plans/performance; IIP accreditation

- (b) Institute or defend any legal proceedings, including those of Tribunals, Arbitrations and forums involving dispute resolutions in relation to the functions of the Committee;
- (c) The Committee may discharge any functions delegated to officers which relate to the functions of the Committee. A decision was made on 24th June 2019 to grant delegated authority to the Chief Executive and or Corporate Directors to make decisions in relation to Directorate Structural and Staffing changes, subject to completion of an Integrated Impact Assessment and consultation with the Heads of Finance and Human Resources and the relevant Cabinet Member. In the event that the Cabinet Member or Chief Executive/Corporate Director requires the matter to be referred to Personnel Committee, the Committee shall make any such determination.