

Current Arrangements:

Employment Panel

Membership:
8 Elected HDC members, including at least 1 member of the Cabinet.
Purpose:
To discharge the functions of the Council in relation to the employment of the Council's workforce

ELAG

Membership:
3 Elected Members of the District Council and 11 elected staff side members
Purpose:
Maintain effective communication between employees and management and consult on and make recommendations to the Employment Panel on a wide range of workforce and employment matters
Decisions escalated to Employment Panel for Ratification



Proposed:

Senior Officers Panel

Membership:
4 Members of the Council (and the relevant Executive Councillor where applicable)
Purpose:
Responsible for appointment (excludes Head of Paid Service), dismissal, suspension, undertaking of disciplinary hearings of Chief Officers and Heads of Service or their equivalent

Employment Scrutiny Panel

Membership:
8 Elected HDC members, including at least 1 member of the Cabinet.
Purpose:
To provide strategic overview of the people management and workforce decisions and issues within the Council Vice Chairman and Chairman of ESP to have delegated powers to try to resolve disputes at Joint Liaison Group, prior to escalation to ACAS.
Frequency of Meetings: As required -tbc

Joint Liaison Group

Membership:
Staff Council representatives, reflecting current distribution of council employees but not to exceed 15; Managers /Officers as required, including Head of Paid Service.
Purpose:
Maintain effective communication between employees and management and consult on workforce /Employment matters Employment decisions delegated to Head of Paid Service. Quarterly formal meetings; with the ability to table reports to Employment Scrutiny Panel as appropriate.
Frequency of Meetings: Quarterly Meetings

Staff Council

Membership:
Employee representatives for the Council's Services, reflecting current distribution of council employees but not to exceed 15; Managers /Officers as required
Purpose:
Maintain good employee relations and ensure the views of staff are considered in relation to proposed changes to employment matters
Frequency of Meetings: Monthly meetings feeding into JLG



Senior Officer Panel

Membership:
4 Members of the Council (and the relevant Executive Councillor where applicable)
Purpose:
Make appointments (including starting salary arrangements) dismissals, suspensions; and undertake disciplinary hearings of Heads of Service or their equivalent and above, in accordance with the Officer Employment Procedure Rules.
NB- In the case of the Head of Paid service or for salary packages that exceed £100k, the full Council must approve any proposed appointments before an offer of appointment is made and must approve any proposed dismissals before notice of dismissal is given
Frequency of Meetings: As required