

Committee to Determine the Terms and Conditions of Employment of Chief and Deputy Chief Officers	CO/01/16
3 February 2016	
Delegation of the dismissal of any deputy chief officer to the Appointments Sub-Committee	
Report by: Pam Parkes, Director for HR	
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1. Purpose of report

- 1.1. To seek approval to delegate the dismissal in certain circumstances of any deputy chief officer within the meaning of section 2(8) of the 1989 Act to the established Appointments Sub-Committee.

2. Recommendation

- 2.1. That the dismissal other than on grounds of capability or conduct of any deputy chief officer within the meaning of section 2(8) of the Local Government and Housing Act 1989 Act be delegated to the established Appointments Sub-Committee.

3. Background

- 3.1 Under its Terms of Reference (as set out in the Council's Constitution) the Committee has the power to establish a sub-committee to deal with particular appointments or dismissals.
- 3.2 A deputy chief officer is defined in section 2(8) of the Local Government and Housing Act 1989 as a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to one or more of the statutory or non-statutory chief officers.
- 3.3 An Appointments Sub-Committee was established comprising three members (two Conservative and one from the main Opposition Groups) to be appointed on an ad hoc basis to deal with appointments to certain posts as part of the Transformation Programme in May 2013. The sub-committee was not authorised to make dismissal decisions. This means that a meeting of the committee has to be called to deal with a dismissal. The dismissals dealt with by the committee are frequently made on the grounds of redundancy and are often agreed by the employees concerned.
- 3.4 It is significantly easier to organise a meeting of the sub-committee than the committee and given the generally uncontentious nature of the decisions it seems appropriate to authorise the Sub-Committee to deal with redundancy dismissals.

- 3.5 Accordingly, approval is sought to delegate the function of formal dismissal of any Deputy Chief Officer other than on grounds of capability or conduct to the existing Appointments Sub-Committee.