

Committee and Membership		Functions	Delegation of Functions
3	Human Resources Committee  Nine members of the Council	To deal with the discharge of duties under Paragraph 4.4 of the Officer Employment Procedure rules	Onward delegation to a 5 member sub-committee drawn from the Human Resources Committee (to include at least one Cabinet Member)
		To deal with the discharge of duties under Paragraph 5 of the Officer Employment Procedure rules (disciplinary cases involving the Head of Paid Service, Monitoring Officer and Chief Finance Officers)	Onward delegation to the 5 member sub-committee as detailed above with the addition of two Independent Persons (IPs) to be invited to the sub-committee in accordance with the Local Authorities (Standing Orders)(England)(Amendment) Regulations 2015
		Power to appoint staff, and to determine their terms and conditions of service, including procedures for dismissal (other than matters covered by the Employment Procedure Rules in Part 4 of this Constitution).	Onward delegation to officers.
		To consider appeals against grading, <u>termination of probation periods</u> and grievance by employees <u>(subject to the below)</u> .	Onward delegation to the Chief Executive <u>and Directors</u> .
		<u>To consider any grievances in accordance with the statutory officer terms and conditions of service.</u>	<u>Onward delegation to a 3 member sub-committee drawn from the Human Resources Committee</u>
To make recommendations to the Council with regard to the overall manpower requirements of the Council.	Chief Executive		
To approve minor amendments to the staffing establishment of the Council provided that such changes do not have any significant financial impact and can be met from within existing budgets.	<u>Onward delegation to the Chief Executive and Directors</u>		
To formulate and implement uniform and equitable policies concerning all employees of the Council having regard, in particular, to:- the recruitment, training, promotion, grading, determination of wage and salary scales and conditions of service of employees and matters of a like nature; and the implementation of agreements, etc., concerning salaries, wages or conditions of service awarded or recommended by any of the appropriate wage negotiating bodies and the taking of any necessary consequential action in respect of employees not	Onward delegation to the Chief Executive, Director of Policy and Resources (Monitoring Officer) and the Assistant Director Resources		

		<p>directly affected by an award or recommendation, subject to such delegation not exceeding a cost of £250,000 <del>and/or affecting more than 25 members of staff.</del></p> <p>These restrictions do not apply in the case of approval of Human Resources Documents.</p>	
		<p>To implement all statutory superannuation, pension and compensation provisions.</p> <p>To consider appeals against dismissal by <del>established</del> employees- <del>other than matters covered by the Employment Procedure Rules in Part 4 of this Constitution).</del></p>	<p>Onward delegation to the Chief Executive and the Directors.</p> <p>Onward delegation. A panel of 3 members drawn from the committee</p>