

Agenda

Appointments and Conditions of Service Committee

Date: **Wednesday 20 March 2024**

Time: **10.00 am**

Place: **Council Chamber**

For any further information please contact:

Democratic Services

committees@gedling.gov.uk

0115 901 3844

Appointments and Conditions of Service Committee

Membership

Chair Councillor John Clarke

Vice-Chair Councillor Michael Payne

Councillor Michael Adams
Councillor Paul Hughes
Councillor Jenny Hollingsworth
Councillor Viv McCrossen
Councillor Marje Paling
Councillor Lynda Pearson

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Responsibility of committee:

- 1) To conduct the process of appointment, dismissal or taking disciplinary action in respect of the Chief Executive and Head of Paid Service and make recommendations to full Council in relation to appointment and dismissal.
- 2) Power to suspend the Chief Executive pending an investigation and to appoint an independent investigator to conduct an investigation in relation to allegations concerning the Chief Executive.
- 3) To determine appropriate disciplinary action, short of dismissal, in respect of the Head of Paid Service.
- 4) To appoint Statutory Chief Officers and non-Statutory Chief Officers.
- 5) To dismiss or take disciplinary action in respect of Chief Officers, other than the Head of Paid Service, Monitoring Officer or Chief Financial Officer.
- 6) To conduct the process of dismissal or taking disciplinary action in respect of the Monitoring Officer or Chief Financial Officer. To determine appropriate disciplinary action, short of dismissal, and make recommendations to full Council in relation to dismissal.

- 7) To approve corporate employment policies which form the terms and conditions of Council employees and determine the standard terms and conditions on which employees hold office including procedures for disciplinary action and dismissal.
- 8) To appoint Proper Officers, other than where such appointment is reserved to full Council.
- 9) To designate an Officer as Chief Financial Officer.
- 10) To designate an Officer as Head of Paid Service and to ensure the provision of sufficient staff and other resources.
- 11) To designate an Officer as Monitoring Officer and to ensure the provision of sufficient staff and other resources.
- 12) To provide staff and other resources to a person nominated by the Monitoring Officer.
- 13) To approve any proposals for significant restructuring of the Council's management structure proposed by the Chief Executive.
- 14) To approve any proposals from the Chief Executive for any changes to salary levels (including ranges of salaries) for the Chief Executive and Chief Officers.

AGENDA

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- 1 **Apologies for absence**
- 2 **To approve, as a correct record, the minutes of the meeting held on 5 March 2024** 5 - 6
- 3 **Declaration of interests**
- 4 **Any other item which the Chair considers urgent**
- 5 **Exclusion of Press and Public**
To move that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the ensuing reports on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.
- 6 **Workforce Strategy- consultation closure** 7 - 32
Report of the Head of HR, Performance and Service Planning.
- 7 **Consultation commencement- electric vehicle mileage rates** 33 - 35
Report of the Head of HR, Performance and Service Planning.

MINUTES APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

Tuesday 5 March 2024

Councillor John Clarke (Chair)

Councillor Michael Adams
Councillor Sandra Barnes
Councillor Paul Hughes

Councillor Jenny Hollingsworth
Councillor Marje Paling

Absent: Councillor Viv McCrossen

Officers in Attendance: D Archer, M Hill and E McGinlay

29 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Viv McCrossen and Payne. Councillor Barnes attended as a substitute.

30 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 6 DECEMBER 2023

RESOLVED:

That the minutes of the above meeting, having been circulated, be approved as a correct record.

31 DECLARATION OF INTERESTS

None.

32 EXCLUSION OF THE PUBLIC AND PRESS

That, the Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting during the consideration of the ensuing reports on the grounds that the report involves the likely disclosure of exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972

33 STAFFING CONSULTATION REPORT

The Chief Executive introduced the report, which had been circulated prior to the meeting, giving details about a proposed review of the council's senior management structure.

RESOLVED:

To support the proposed review and commence consultation with staff and unions.

34

ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

The meeting finished at 10.48 am

Signed by Chair:
Date:

By virtue of paragraph(s) 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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