

Police

Other Bodies/Individuals

FINAL DECISION YES

SUGGESTED NEXT STEPS:

Details to be specified

Further consideration by this Committee

To Council

To Cabinet

To an O & S Committee

To an Area Committee

Further Consultation

Staff and Pensions Committee - 9 July 2009.

Appointments to bodies and delegations of powers

Report of the Strategic Director of Customers, Workforce and Governance

Recommendations

- (1) That the Committee agrees the terms of reference and appointments to the bodies listed in the report at section 2.
- (2) That the Committee agrees the delegation of powers as set out in this report

1.0 Introduction

The Committee is responsible for the following functions of the Council. The Chair of the Committee is the Leader of the Council.

Power to appoint staff, and to determine the terms and conditions on which they hold office (including procedures for their dismissal)	Section 112 of the Local Government Act 1972
The making of agreements with other local authorities for the placing of staff at the disposal of those other local authorities	Section 113 Local Government Act 1972
Functions relating to local government pensions etc.	Regulations under section 7, 12 or 24 Superannuation Act 1972.
Functions under the Fireman's Pension Scheme relating to pensions, etc. as respects persons employed as members of fire brigades maintained pursuant to section 4 of the Fire Services Act 1947	Section 26 Fire Services Act 1947

- establishing a pool of members from which the membership of Appointments, and Disciplinary Appeals Sub-Committees can be drawn;
- appointing the councillors who are not Cabinet members to the Joint Negotiating Body and the Joint Negotiating Body (Teaching Staff); (These bodies meet only when required)

- establishing the Pension Fund Investment Board to oversee pension fund investments, management of the fund and the administration of the Pension Scheme

2. Appointments to Bodies

2.1 Pension Fund Investment Board

Terms of Reference

To oversee the investment policy relating to the pension fund and to ensure appropriate management of the Fund and administration of the Pension Scheme. This operates as a sub-committee of the Staff and Pensions Committee.

Membership

5 County Councillors allocated proportionately to the representation of groups and individual members on the Council.

2.2 Appointments and Disciplinary Appeals Sub-Committees – pool of members

Terms of reference

- To determine individual appeals by employees, including teachers under the Council's agreed disciplinary and grievance procedures.
- To deal with the appointment and removal from office of Chief Officers and other statutory officers appointed by the Council
- To deal with the appointment of Deputy Chief Officers

Membership

Any three or more elected members drawn from a pool of members agreed by the Staff and Pensions Committee to sit as and when required. (The selection of members from the pool to form a sub-committee is made by the Chief Executive and shall be appointed proportionately to the representation of groups and individual members on the Council). The total pool established previously consisted of 25 councillors.

The Committee is invited to agree a pool of members.

2.3 Joint Negotiating Bodies

Terms of reference

There are two negotiating bodies – one for staff and one for teaching staff. The bodies provide a forum for discussions with relevant trade unions in relation to conditions of service of members of staff and to recommend to the

Staff and Pensions Committee any changes or amendments to those conditions of service. These bodies sit only when required.

The membership of each is 2 Cabinet members and 2 non-Cabinet members.

The Committee is invited to appoint 2 non-Cabinet members to the Joint Negotiating Body and 2 non-Cabinet members to the Joint Negotiating Body (Teaching Staff) in case a meeting of the bodies is required.

3.0 Delegation of powers

The Committee is asked to confirm the delegation of functions as set out in this report.

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Customers, Workforce and
Governance

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2 June 2009