

TUTBURY PARISH COUNCIL

Agreed on:

To be reviewed by: May 2023

Staffing Committee a. General

Membership of the Staffing Committee requires a quorum of four members and will be determined by Council. Only those appointed may vote at a meeting, with the Chairman of the Committee having a second or casting vote to use in the case of a tie.

Chairman and Vice-Chairman

The Chairman and Vice Chairman are to be elected annually by the Committee at their first Meeting.

- i.
- ii. The Committee will be mindful:
 1. of the legal framework for, and good practice in, employment matters
 2. of the confidential nature of employer-employee matters and that many of the items for consideration will require that the public and press be excluded by resolution of the Committee
 3. of the nationally negotiated model contract, benchmarking and terms and conditions for the employment of the Clerk to the Council
 4. of relevant council protocols and policies

b. Matters for recommendation to council

The Committee will receive reports from the Clerk and make recommendations to Council regarding:

- i. staffing & office requirements including budget allocations
- ii. all policy issues relating to staff
- iii. **Reporting to Council**

The Employment Committee must report to Full Council when appropriate do so at the next available Full Council Meeting, in order that progress may be noted and outstanding decisions may be ratified.

c. Matters for delegation to the staffing committee

The Committee will receive reports from the Clerk and will:

- i. be responsible for staff recruitment
- ii. confirm individual Contracts of Employment and all terms and conditions
- iii. make arrangements for regular objective review of the Clerk's performance by this committee and take necessary action thereon
- iv. decide upon annual salary awards
- v. appoint a member of the committee to seek advice for the committee in the event of a dispute between the Council and the Clerk
- vi. consider matters arising from the application of the Council's Disciplinary and Grievance Procedures and take all necessary action thereon
- vii. as and when required under the Council's Disciplinary and Grievance Procedures, appoint an Appeals Panel, whose members will not be members of the Staffing Committee, and appoint the Chairman of the Appeals Panel who will initiate an Appeals Panel Meeting
- viii. Consider recommendations from the Appeal Panel and take necessary actions thereon.

Meetings

One meeting will be held every year to review matters delegated to that committee. Otherwise ,meetings will be convened as and when necessary.