

**APPOINTMENT OF DISCIPLINARY AND
DISMISSAL SUB-COMMITTEE & APPEALS PANEL**

1. In accordance with statutory requirements, the “Officer Employment Procedure Rules” contained within the County Council’s new Constitution provides that the appointment and dismissal of, or taking disciplinary action against:-

- (a) the Head of the Council’s Paid Service;
- (b) a Statutory Chief Officer;
- (c) a Non-Statutory Chief Officer;
- (d) a Deputy Chief Officer;
- (e) Assistants for Political Groups;

falls to a Committee or Sub-Committee of the County Council. That Committee or Sub-Committee must contain at least one member of the Cabinet.

2. At its meeting on 20th November, the County Council appointed the following Officer Appointments Committee:-

Mr. Chalke – Chairman
Mrs. Scott – Vice-Chairman
Mrs. Seager
Mr. Sample
Mrs. Jay (Mrs. Taylor substituting)

3. The Regulatory Committee has to appoint two sub-committees of at least three members each to consider disciplinary issues against any officer listed in paragraph 1, should the occasion arise. The establishment of this and an Appeals Panel is by this Regulatory Committee.

4. It is recommended that the Regulatory Committee appoint:

- (a) a Standing Sub-Committee empowered to dismiss or take other disciplinary action against the category of officer listed in paragraph 1.
- (b) an Appeals Panel to consider appeals from either the Panel at 4(a) above or a finding in the case of other staff by the Head of Paid Service .

5. It is advised that when hearing a matter concerning an officer identified in paragraph 1 that a member of the Cabinet be nominated by the Leader to sit on both sub-committees as well.

PETER SMITH
Director of Corporate Services

Unpublished documents relied upon in the production of this report:

Environmental impact of the recommendations contained in this report: