

9.8 Appointments, Remuneration and Chief Officer Conduct Committee

To make recommendations, as appropriate, to the Council on the discharge of its duties in relation to:

- (a) the appointment, remuneration and conditions of service of all the substantive Chief Officer and Heads of Service posts, including the Head of Paid Service, the Chief Officers for Children's Services, for Adult Care & Health, for Communities, Public Health*, Environment & Prosperity and for Highways, Infrastructure Development & Waste, County Treasurer (Chief Finance Officer), and County Solicitor (Monitoring Officer), and Heads of Service in line with the Council's Pay Policy Statement.
- (b) Appointments to the post of Director of Public Health are jointly made (Local Authority and Secretary of State) and must comply with the relevant statutory guidance, therefore both the process and composition of the Committee will reflect that guidance accordingly.
- (c) Appointments by Local Authorities to the post of Coroner (including terms and conditions) must be in line with the Coroners and Justice Act 2009 and relevant guidance, thereby requiring the consent of the Chief Coroner and the Lord Chancellor of any appointment.
- (d) any reports from the Chief Executive in relation to a change in the manner in which the discharge of the Council's functions is co-ordinated and the number and grades of officers;
- (e) the dismissal of Officers in line with the Council's Chief Officer Employment Procedure Rules and Disciplinary and Dismissal Policy for Chief Officers and Heads of Service *
- (f) the terms in the event of the cessation of employment of Officers at (a) above;

To discharge the duties of the Council and determine, as appropriate, any disciplinary matters short of dismissal in relation to those Senior Officers at (a) above governed by and in accordance with the Council's Chief Officer Employment Procedure Rules and Disciplinary and Dismissal Policy for Chief Officers and Heads of Service.

To review annually (or as otherwise determined) and recommend to the County Council the adoption of the Pay Policy Statement and Chief Officer Employment Procedure Rules set out at Part 6 of this Constitution.

The Chair of the Committee (Leader of the Council) shall have delegated to them, in consultation with the Deputy Leader of the Council, the power to suspend a Protected Officer immediately in an emergency if an exceptional situation arises whereby allegations of misconduct are such that the Officer's remaining presence at work poses a serious risk to the health and safety of others or the resources, information or reputation of the Authority.

* *(An Independent Panel comprised of at least two independent persons appointed by the Council, for the purposes of the Council Members' conduct regime under section 28(7) of the Localism Act 2011 can review a recommendation of the Appointments, Remuneration and Chief Officer Conduct Committee proposing dismissal of the Chief Executive and any representations made by the Chief Executive).*