

COUNCIL, 30 MARCH 2016

REPORT OF THE GOVERNANCE COMMITTEE

TERMS OF REFERENCE OF THE GOVERNANCE COMMITTEE AND DELEGATION OF AUTHORITY FROM COUNCIL

At its meeting on 9 March 2016 a report was presented to Governance Committee (attached) which anticipated the need for the Council to reach a decision on changes to staff terms and conditions of service in the autumn and invited Members to recommend to Council that it should delegate authority to make the necessary decisions to the Governance Committee and amend the terms of reference of the Governance Committee accordingly.

Members were reminded that the Governance Committee already had delegated authority to consider and make appointments of Heads of Service and Group Directors so this could be considered to be an extension of those delegated authorities. The only post which remained solely the responsibility of Council was the appointment of the Chief Executive and that was because it was a statutory requirement.

The Governance Committee accordingly recommends to Council that:

It delegate authority to the Governance Committee to approve proposals which were likely to arise from the review of employee terms and conditions and make an amendment to the terms of reference of the Governance Committee within the Constitution to enable this and therefore amend Part 3, Section 1.2, Governance Committee Appointments and Dismissals to read:

“To determine matters relating to the Council’s responsibilities as an employer, where a member-level decision is required and can be delegated to a committee, including the overall framework of terms and conditions of employment for employees.”