

APPENDIX 8

1 Joint Employment Committee

There will be a Joint Employment Committee of three councillors from North East Derbyshire District Council and three councillors from Bolsover District Council.

One named substitute is made for each appointed Member of the Committee who can be called upon to replace an existing Member for the duration of an employment procedure in its entirety. At its conclusion, appointment reverts to the Member originally appointed.

The membership from Bolsover District Council shall include the Leader of the Council and the Deputy Leader. The Members shall be appointed at the Annual Meeting. The rules of proportionality shall apply to this Committee.

The Joint Employment Committee will have the following roles and functions:

- (i) To interview candidates to posts within the Strategic Alliance Management Team.
- (ii) To appoint candidates to posts within the Strategic Alliance Management Team, with the exception of the Head of Paid Service, the Chief Financial Officer and Monitoring Officer.
- (iii) To recommend to the Councils the appointment of the Head of Paid Service, Chief Financial Officer and Monitoring Officer.
- (iv) To deal with matters of capability (performance and sickness) relating to statutory officers and other chief officers/deputy chief officers (employed by the Council under Joint Negotiating Committee (JNC) terms and conditions.)
- (v) In respect of the dismissal of any of the statutory officers, namely the Head of Paid Service, the Monitoring Officer and the Section 151 Officer, the Joint Employment Committee make a recommendation to the Councils (following the conclusion of any appeal) which will be supported via a report from two of the Councils' Standards Committee Independent Persons.

2 JOINT APPEALS COMMITTEE

- There will be a Joint Appeals Committee of three Councillors from North East Derbyshire District Council and three Councillors from Bolsover District Council.

One named substitute is made for each appointed Member of the Committee who can be called upon to replace an existing Member for the duration of an appeal procedure in its entirety. At its conclusion, appointment reverts to the Member originally appointed.

The membership from Bolsover District Council shall include the Leader of the Council and the Deputy Leader. The Members shall be appointed at the Annual Meeting. The rules of proportionality shall apply to this Committee.

Where the Joint Appeals Committee is to hear an appeal from a decision of the Joint Employment Committee, any Member who sat on the Joint Employment Committee at the time that decision may not also sit on the Joint Appeals Committee.

The Joint Appeals Committee will have the following roles and functions:

- (i) To deal with the final stages of the grievance and harassment procedures for all statutory officers and other chief officers/deputy chief officers (employed by the Council under Joint Negotiating Committee (JNC) terms and conditions.)
- (ii) To deal with appeals from the Chief Executive Officer and chief officers/deputy chief officers (employed by the Council under Joint Negotiating Committee (JNC) terms and conditions), excepting statutory officers against dismissal.
- (iii) To deal with appeals from the Chief Executive Officer and chief officers/deputy chief officers (employed by the Council under Joint Negotiating Committee (JNC) terms and conditions), excepting statutory officers, against disciplinary action to be taken against them.
- (iv) To deal with appeals from statutory officers (employed by the Council under Joint Negotiating Committee (JNC) terms and conditions) arising out of disciplinary action taken against them by the Councils' Joint Employment Committee.
- (v) To deal with appeals against dismissal from statutory officers (employed by the Council under Joint Negotiating Committee (JNC) terms and conditions) arising out of disciplinary or capability proceedings conducted by the Councils' Joint Employment Committee.