

# BDC JEC AND JAC

## (6) JOINT MEMBER PANELS FOR STAFFING MATTERS

### 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. The membership shall be determined by Council at their Annual Meeting and will reflect the rules of proportionality.

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.

### JOINT APPEALS COMMITTEE

#### 2.

There will be a Joint Appeals Committee of three Councillors from North East Derbyshire District Council and three Councillors from Bolsover District Council. The membership shall be determined by Council at their Annual Meeting and will reflect the rules of proportionality..

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.