

Bolsover District Council

Standards Committee on 12th May 2025

Employment and Personnel Committee

Report of the Director of Governance and Legal Services & Monitoring Officer

Classification	This report is public
Report By	Jim Fieldsend Director of Governance and Legal Services & Monitoring Officer

PURPOSE/SUMMARY OF REPORT

For Standards Committee to consider a proposal to disestablish the Employment & Personnel Committee.

REPORT DETAILS

1. Background

- 1.1 The Employment & Personnel Committee is a committee of the Council whose main purpose is to consider and deal with issues relating to the Council's establishment structure and employees and recommend to Council in relation to any growth in the establishment resulting in a budgetary increase.
- 1.2 Other items in the terms of reference include taking decisions relating to HR policy and strategy, reviewing the staffing structure of the Council and make decisions relating to equal pay, single status and job evaluation.
- 1.2 Alongside this the Chief Executive Officer has the following delegated power:-
"To determine all staffing matter including but not limited to:- (i) Determining matters relating to structure (additions, reductions post title changes and other changes to the establishment). (ii) The appointment, dismissal, suspension or discipline of staff, save that in relation to the Directors, Assistant Directors this does not include the appointment and in the case of the statutory officers their dismissal."
- 1.3 There is therefore an overlap in the main function of the Employment & Personnel Committee and the power of the Chief Executive. Both have the power to make changes to the establishment structure however neither can make changes that require a budgetary increase.
- 1.4 Due to the delegated power available to the Chief Executive to make staffing decisions which do not require additional budget and the requirement to report to Council where an increase in the budget is required the need to report to the Employment & Personnel Committee is an unnecessary stage in the process.

2. Details of Proposal or Information

- 2.1 It is proposed that the Employment & Personnel Committee be disestablished. This would enable the staffing changes that do not require additional budget to continue be decided under delegated powers whereas those changes that do have a budget implication be considered by Council in full.
- 2.2 Other items within the Committee's terms of reference are rarely reported to committee and where a decision is required on any of the items it can be reported to Full Council.

3. Reasons for Recommendation

- 3.1 The Chief Executive Officer already has powers to make establishment changes provided there is an available budget. Employment & Personnel Committee can only make recommendations to Council but only Council can approve the additional budget for these establishment changes. Full Council has the power to make establishment changes itself and therefore the requirement to report to Employment & Personnel Committee is an unnecessary step in the process.

4 Alternative Options and Reasons for Rejection

- 4.1 To continue with the Employment & Personnel Committee. This is rejected because it does not serve any significant beneficial purpose and to report employment matters directly to Council would make the process far more efficient and streamlined

RECOMMENDATION(S) that Standard Committee;

1. Recommend to Council that the Employment & Personnel Committee be disestablished.

Approved by Cllr Donna Hale, Portfolio Holder for
Corporate Performance & Governance.

IMPLICATIONS:

Finance and Risk: Yes ☐ No ☒

Details:

None arising from this report.

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes ☐ No ☒

Details:

None arising from this report.

On behalf of the Solicitor to the Council

Staffing: Yes ☐ No ☒

Details:

None arising from this report.

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	No

District Wards Significantly Affected	None
Consultation: Leader / Deputy Leader <input checked="" type="checkbox"/> Executive <input type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input checked="" type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy and Environment.
Demonstrating good governance

DOCUMENT INFORMATION	
Appendix No	Title
1	

Background Papers <i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i>