

Compton Parish Council

Personnel Committee – Terms of Reference



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| Version number | 2 | Minute reference | 22/23-154 |
| Adopted by | Full Council | Review due | Annual Meeting of the Parish Council |
| Date Adopted | 7 th November 2022 | | |

Delegated Powers

Members will be advised by the Parish Clerk whether or not a particular item under discussion is within the Committee (or Sub-Committee's) delegated powers. The minutes will then record the decision as "RESOLVED". If it is not, then the minutes will show the decision as "RECOMMENDED" and will then be brought to the Council's particular attention by the Chairman of the Committee at the next meeting of the Council when seeking approval and adoption of the Committee's minutes.

In any case where a Committee (or Sub) Chairman and Vice Chairman are either unsure whether or not any matter falls within delegated powers, or whether or not any matter should be determined by them, they should refer that matter to the next highest level of decision. A power delegated does not always have to be exercised.

Powers Specifically Delegated to the Parish Clerk

1. Authorising expenditure on items where the Council, or the appropriate Committee under delegated powers, within a budget approved by the Council, has agreed the expenditure.
2. Investing monies held by the Council with a view to obtaining the best rates of interest, provided that the monies are invested through the Council's appointed bankers, the Post Office or a reputable building society.
3. The power to act as the Council's "Proper Officer" in all cases where any legislation requires the appointment of such an officer.
4. To act as the Responsible Officer for Health and Safety, and as the Council's Proper Officer in all cases where legislation so requires.

Public and Press

Under Section 1(2) of the Public Bodies (Admission to Meetings Act 1960) "that as publicity would be prejudicial to the public interest by reason of the {Special} {Confidential} nature of the business about to be transacted at Agenda Item... Namely... (state nature of business e.g. 'Discuss Clerk's Contract'),

it is advisable in the public interest that the Public and Press be temporarily excluded from this meeting and they are herewith instructed to withdraw."

Exclusion of the public and press must be minuted but it does not have to be on the Agenda. The exclusion of public and press should be used prudently and the Council must be clear on the reasons for doing so. The press and public can be excluded for the following reasons:

1. To discuss terms of service, or to discuss the conduct and dismissal of a member of staff
2. Terms and proposals and counter proposals in negotiating contracts
3. Preparation in legal proceedings
4. The early stages of a dispute
5. The early stages of agreeing tender/quotation details
6. The approval of tender/quotation details
7. To discuss a matter

Terms of Reference

1. Membership shall comprise three members. Members shall be elected to the committee at the Annual Meeting of the Parish Council each May. The Chairman of the Parish Council is not permitted to be elected to the Personnel Committee.
2. Three Members shall constitute a quorum.
3. A substitute member of the committee will be elected at the Annual Meeting of the Parish Council each May and will be called upon if any of the members of the Personnel Committee are unable to attend the scheduled meeting.
4. The committee should meet at least twice per year. A meeting should be held in June at which the Chairman and Vice-Chairman of the Committee shall be elected. A meeting should be held in October/November at which annual appraisals, salaries and working-from-home allowances should be reviewed to assist with the budget-setting process.
5. To deal with all matters relating to the establishment, recruitment and appointment and terms and conditions of employment for all staff, save as provided within the Powers of the Full Council.
6. To review and set any salaries and working-from-home allowances each year.
7. To establish a programme of training for Councillors and employees such as will encourage professional advancement and effective decision making throughout the Council's activities and to ensure so far as possible adequate financial provision to secure these objectives.
8. To establish and regularly review personnel policies and procedures.
9. To undertake the performance management of the Proper Officer including annual appraisal and to overview the appraisals of any other employees.
10. To determine and monitor appointment procedures.

11. To convene an Appeals Committee if and when required for dispute resolution.
12. To authorise the attendance of members or officers at conferences or courses including the incurring of necessary expenditure.
13. To approve the payment of relocation expenses in relation to the appointment of staff as may be deemed necessary.
14. To ensure that all Members of the Personnel Committee are aware of and understand their responsibilities in staffing matters.

Delegation of Power

1. To the Committee
 - a. Items included in paragraphs 5, 6, 7, 8, 9 and 10 above.
 - b. To annually review staffing levels and make recommendations to the Parish Council.
 - c. To receive annual reports on staff appraisals in (*October*) of each year.
 - d. To review and agree a matrix system showing which Members of the Parish Council would be able to sit on staffing appeal panels should the need arise.
2. To the Chairman and Vice Chairman –
 - a. Matters of an urgent nature requiring settlement before the next meeting of the Committee may be dealt with by the Chairman and the Vice Chairman of the Committee in conjunction with the Clerk and at their discretion but must be submitted for approval or otherwise to the next meeting of that Committee.
 - b. All Members are free to attend Personnel Committee meetings with the proviso that the Chairman and Vice Chairman have the power to revoke this in relation to confidential items under Section 1(2) of the Public Bodies (Admission to Meetings Act 1960) if any item to be discussed is personal to a member of staff.
3. To the Parish Clerk
 - a. To authorise the attendance of members or officers at conferences or courses including the incurring of necessary expenditure not exceeding £150 in any instance.
 - b. To ensure that all staff undertake an effective induction programme.