



**NORTHAMPTON
BOROUGH COUNCIL**

Item No.
7. Matter of Urgency

Name of Meeting:	COUNCIL
Meeting Date:	13 February 2007
Directorate:	Governance, Resources & Improvement
Corporate Manager:	Francis Fernandes
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Agenda Status:	(Private/Public part of Agenda)

Report Title	Formation of an Employment Committee
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Recommendation

1. That a Committee of the Council be established to be called the Employment Committee with the following terms of reference:-
 - (a) To determine the terms and conditions of service on which staff hold office.
 - (b) In respect of all employees, to take any decisions which are required and which are not appropriate to be taken by an officer within delegated powers, in relation to superannuation benefits and contributions, extensions of service, gratuities, settlements, applications to serve beyond retirement age, or any other personnel matter which falls outside the functions of the Council's executive.
 - (c) To be the Committee referred to in rules 3 and 4 of the Council's Employment Procedure Rules. (Appointment of Head of Paid Service and Appointment of Chief Officers and Certain Other Officers).
2. That provided no member votes against the Committee consist of 3 members (one from each of the political groups)
3. That the Committee structure and operation is reviewed in May 2007, as part of a wider review of committees. Such review to be considered by the constitutional review working group.
4. That Council nominates three Councillors to the Committee or delegates the nomination to Group Leaders.

Background

Most personnel matters are excluded from being a function of a local authority's executive. Therefore if not delegated to an officer or to a Committee all decisions have to be made by the full Council. Of course the vast majority of such decisions are delegated to officers. However from time to time matters will arise that are not. With the present budgetary position and the various challenges arising from this, there is an urgent need to establish a decision making body at member level. It needs to be noted that the employment committee decisions will not change current arrangements and practises in relation to normal consultative processes, for example with trade unions but will provide a legal mechanism for decisions to be implemented, without the need for Full Council to commence when such decisions are required.

Presently it is suggested that this be in the form of a Committee of 3 Councillors (one from each party). This could be reviewed after the election. However such a Committee would not be politically proportionate, and can only be appointed on that basis if no member of the Council votes against it.

Background Papers

Council's Constitution
Relevant Legislation