

| Committee         | Membership  | Function   | Delegation of Functions           |
|-------------------|---|--|-----------------------------------|
| <b>Employment</b> | 5 Members of the Authority (politically balanced – to include at least one Member of the Executive) | <ol style="list-style-type: none"> <li>1. Appointment/Dismissal &amp; Disciplinary Action and appeals in accordance with Procedure Rule 9 – Officer Employment</li> <li>2. Employee matters requiring approval by Members of falling outside the personnel policies and procedures</li> <li>3. Oversight and engagement (with relevant Officers) in respect of the development of the Council’s Organisational Development Strategy – which includes the talent/attraction/development/retention strategy for staff and the Council’s Management Structure</li> <li>4. Establishing a critical friend role in relation to ensuring the Council’s Organisational Development Strategy is on track and is fit for purpose. This should include consultation around the annual Service and Financial Planning process and Pay Policy Statement.</li> </ol> <p>Note: The application of 2, 3, and 4 (above) should be detailed in an annual work programme to be agreed at the start of each Municipal Year by the Employment Committee.</p> | Officer Delegation – See Schedule |