

# SOMERTON PARISH COUNCIL

## Staffing Committee

Notice of a meeting to be held on 30<sup>th</sup> April 2022 at  
The Village Hall, Cottage Road, Somerton at 6.00pm.

25<sup>th</sup> April 2022

Dear Councillors; Judy Clift, Richard Walters, Ivan Wright.

Your attendance is required at the **Meeting of the Parish Council** to be held on Tuesday 5<sup>th</sup> April 2022 at 7.00pm in The Village Hall, Cottage Road, Somerton.

Members of the press, other Councillors and public are cordially invited.

*Sarah Hunt*

Sarah Hunt  
Locum Clerk

### AGENDA

**1 To elect a Chair of the Committee.**

**2 Minutes.**

This is the first meeting of the Staffing Committee.

**3 Apologies**

To consider and approve apologies for absence.

**4 Declarations of Interest.**

You have a Disclosable Pecuniary Interest in a matter to be discussed if it relates to something on your Register of Interest Interests form. You must declare the interest and leave the room while the matter is dealt with.

You have a Personal Interest in a matter to be discussed if it affects

- Your well being or financial position.
- That of your family or close friends.
- That of a club or society in which you have a management role.
- That of another public body of which you are a member to a greater extent than others in your Parish.
- You must declare a personal interest but can speak and vote on the matter.

Whenever you declare an interest you must say why the interest arises, so that it can be included in the minutes.

**5 Public Speaking.**

To receive presentations from any members of the public present.

**6 Terms of Reference.**

To review and agree the recommendation to full council of Terms of Reference.

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The Village Hall, Cottage Road, Somerton at 6.00pm.

In accordance with the Public Bodies (admission to meetings) Act 1960 the meeting may RESOLVE to exclude the press and public during consideration of the following item due to the confidential nature.

**7 Personnel Recruitment.**

- 7.1 To agree recommendation to Full Council following interviews for Parish Clerk.
- 7.2 To agree terms and conditions of employment and contract for recommendation to Full Council.

# SOMERTON PARISH COUNCIL

## Staffing Committee

### Terms of Reference

#### Definitions

In this document the following terms have the meanings assigned to them below:

Alternate Member	A person elected to serve as an alternate if an elected member cannot serve on the Staffing Committee	
Chairman	The Chairman of the Committee	The Staffing Committee of the Council
Committee Member	Any person participating in the Panel's work under the arrangements set out in the Section headed 'Membership and Quorum'	
Council	Somerton Parish Council	
Member	An elected or co-opted member of the Stanwick Parish Council	

#### 1. General

1.1 These Terms of Reference define the Council's specific responsibilities delegated to the Staffing Committee and were first approved by Somerton Parish Council at its Meeting held on May 3<sup>rd</sup> 2022. The conduct of all aspects of the Committee's work shall be treated as confidential and be governed by the Council's Standing Orders.

1.2 Specific delegated responsibility decisions of the Committee shall be binding on the Council.

1.3 The Committee has no power to authorise expenditure on behalf of the Council except where third party specialists are required whereby the maximum sum of £500.00 may be incurred in any one incident without reference to the full Council.

1.4 Members of the public have no rights to attend confidential sessions of the meetings of the Committee.

1.5 These Terms of Reference are in accordance with the Council's Standing Orders.

#### 2. Duties & Scope of Delegated Responsibilities

2.1 The Committee shall undertake the following duties on behalf of the Council:

##### 2.2 Performance Management

- To monitor and performance manage the Clerk's work
- At least annually to conduct a staff appraisal/annual review with the Clerk. The appraisal is to be undertaken by two members of the committee.
- Following the interview to submit a confidential report to the Council. The report should include, where appropriate, any changes in the Clerk's responsibilities and recommendations as to the grading of the post and salary progression (the list of contents is not intended to be exhaustive).

##### 2.3 Dispute Resolution Proceedings

- To oversee 'informal' dispute resolution arrangements and the appointment of a trained mediator if required for mediation, conciliation or arbitration.

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- To appoint a Hearing Panel upon any formal grievance issue raised by staff under this Council's Grievance Procedure.
- To appoint a Hearing Panel upon appropriate disciplinary cases as set out the Council's Disciplinary Procedure, making recommendation to Council if sanctions are to be imposed.
- To convene Appeals Hearing Panels where required

### **3. Appointment of new staff**

3.1 To oversee recruitment and selection of new employees on behalf of the council (with the Clerk where appropriate) including job description, person specification, advertising, shortlisting, interviewing, reference checking, making recommendation to full Council and defining the induction process.

### **4. Other Duties and Responsibilities**

- To establish a programme of training for Councillors and employees such as will encourage professional advancement and make recommendations for expenditure to support these goals.
- To review staffing structures in the council and pay-scales annually
- To draft, review and monitor employment policies and procedures.
- To recommend the payment of overtime, additional hours and employment related expenses in relation to the employees, as may be deemed necessary.
- To monitor absences and approve holiday and other leave requests for the Clerk.
- To keep under review the working conditions and health and safety of the council's staff
- To oversee the termination arrangements for the Council's staff

### **5. Powers**

5.1 Subject to the power, set out in paragraph 2 immediately below, the Committee shall have no other powers.

5.2 The Chairman, subject to the agreement of the Committee's Members, shall have the power to invite an appropriate expert in human relations to attend Dispute Resolution meetings to advise the Committee. Such Invited Participants shall have the freedom to participate in the enquiry but not to vote.

### **6. Membership and Quorum**

6.1 The Committee shall consist of 3 Members and an Alternate Member, all of whom shall be elected from Members of the Council. The Committee shall appoint one of the members to be the Committee's chairman.

6.2 The quorum shall consist of 3 Committee Members. For the avoidance of misunderstanding the Alternate Member only attends a meeting if an elected Committee Member is unable to participate.

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6.3 In the event that one or more of the Committee Members is unable to serve the following arrangements shall be adopted:

- The first Committee Member unable to serve shall be replaced by the Alternate Member.

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- If any further Committee Members or the Alternate Member are unable to serve they shall be replaced by suitable councillors appointed by the Council.
- If one of the Committee Members unable to serve is the Chairman, then the revised Committee when fully formed shall at the relevant meeting elect its own Chairman.
- Any person serving as a Committee Member under the arrangements in this clause shall have the same powers they would have possessed had they been elected by the Council.

### 7. Meetings

7.1 Ordinary Meetings: The committee shall meet at least once a year. The meeting shall be summoned by the Chairman or by such person appointed to the task. The Committee shall set dates for further meetings at its first meeting in the year.

7.2 Extraordinary meetings: when necessary may be held on dates between the Ordinary Meetings. Extraordinary meetings shall be called using appropriate arrangements.

7.3 Calling Meetings: The Chairman shall be responsible for calling all meetings. The Chairman may make alternative arrangements to undertake this task or to assist him/her in undertaking the work but must ensure that a conflict of interest is not thereby created.

7.4 Minutes: The Chairman shall be responsible for ensuring that proper minutes are kept of all Committee meetings and that where necessary appropriate reports are generated and circulated. The Chairman may make alternative arrangements to undertake this task or to assist him/her in undertaking the work but must ensure that a conflict of interest is not thereby created.

### 8. Alterations to these Terms of Reference

8.1 The Committee has no powers to alter or temporarily suspend these Terms of Reference.

8.2 The Council may change these Terms of Reference using the procedure set out in the Council's Standing Order number: 4.

Version	Date adopted	Minute reference
1		