

Appendix C

Part Three – Responsibility for Functions - B. Non - Executive

3.B.03 Appeals Panel

(a) Membership

A pool membership of 15 members of the Council (twelve Conservative, two Labour, one Liberal Democrat) and independent members, from which panels will be drawn for individual meetings of the following appeals forums.

(b) Terms of Reference

The determination of an appeal against any decision made by or on behalf of the Council in relation to:

1. gradings assessed under the Job Evaluation Scheme;
2. dismissal (other than a dismissal by reason of redundancy) or other formal disciplinary action, ~~redeployment~~ or action under the Council's grievance procedure;
3. education complaints; and
4. complaints about the discharge of social services functions.

Part Three – Responsibility for Functions - C . Officers

All Executive Directors, Deputy Executive Directors and Directors

Human Resources

- | | |
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| 22. To appoint, suspend and dismiss staff. | Council |
| 23. To take action under the Council's employment policies and procedures, <u>including in the case of Executive Directors, appeals in relation to redundancy or redeployment.</u> | Council |
| 24. To authorise overtime and leave. | Council |