

APPENDIX A

Suggested Revision to Part 4H of the Constitution Rule 11 – Officer Employment Procedure Rules

1. No action may be taken by the Employment Committee – except for suspension – relating to the dismissal of either the Head of the Paid Service, the Monitoring Officer or the Chief Finance Officer other than in accordance with The Local Authorities (Standing Order) (England) (Amendment) Regulations 2015) and as set out below.
2. In respect of the proposed dismissal of the Head of Paid Service, the Monitoring Officer or the Chief Finance Officer, the Employment Committee may appoint an Independent Investigating Officer (IIO) to examine the circumstances of the case and to advise the Committee on any action to be taken.
3. Where consideration is being given to the dismissal of the Head of Paid Service, the Monitoring Officer or the Chief Finance Officer a Panel (comprising an Advisory Committee established under section 102(4) of the Local Government Act 1972) will be set up which shall include at least two Independent Persons who have consented so to serve from amongst those previously appointed by the County Council or by another Council under Section 28(7) of the Localism Act 2011 and which shall meet at least 20 working days before any meeting of the County Council at which any proposed dismissal is to be considered
4. The Employment Committee will, having considered the advice of any Independent Investigating Officer appointed, make a recommendation to the Council for consideration, including any terms for cessation of employment.
5. Any proposal to dismiss the Head of the Paid Service, the Monitoring Officer or the Chief Finance Officer other may only be taken by the Council following consideration of
 - a. any advice, views or recommendations from the Panel set up under paragraph 3 above
 - b. the conclusions of any investigation into the proposed dismissal : and
 - c. any representations from the officer concerned