

RECORD OF DECISION TAKEN UNDER URGENCY PROCEDURES OR DELEGATED AUTHORITY

All requests for action to be taken in accordance with established urgency procedures or delegated authority must be accompanied by an appropriate report setting out all relevant considerations, in particular legal and financial considerations, and with a clear recommendation[s] for action, in order for an appropriate decision to be taken in accordance with the provisions of current legislation.

Log No.

002/1415

Ward(s) affected:

N/A

Title of Report: Amendment to Terms of Reference of Dismissal Appeals Committee

Reason for urgency or relevant paragraph for authority under scheme of delegation: This is required to facilitate any appeals against dismissal by way of redundancy from Chief and Deputy Chief Officers that may occur before the next Full Council meeting in November

Decision of Chief Executive

I approve the recommendation as set out in the attached report.

Name: Nick Walkley

Signature:



Date:

20/08/2014

Consultation with the Mayor

I confirm that I have been consulted in relation to the above decision.

Name: Kaushika Arora

Signature:

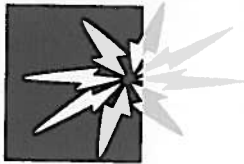


Date:

20/8/2014

[Redacted]

Once signed by the Chief Executive this cover sheet together with the substantive report must be forwarded to the Cabinet Committees Team - Level 7, River Park House - for processing. All requests for action to be taken in accordance with urgency procedures must be dealt with in this way to ensure that the Council complies with the necessary legal requirements. Thank you for your co-operation.



Report for:	THE CHIEF EXECUTIVE 20 th August 2013	Item number	N/A
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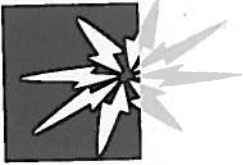
Title:	Amendment to Terms of Reference for Dismissal Appeals Sub Committee
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Report authorised by :	Paul Smith – Human Resources
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Lead Officer:	Paul Smith – Human Resources
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Ward(s) affected: N/A	Report for Key/Non Key Decision: N/A
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1. Describe the issue under consideration
 - 1.1 Following a report to Full Council on 21st July 2014 this report seeks to amend the terms of reference for the Dismissal Appeals Sub Committee to allow for the Committee to hear appeals against dismissal by Chief and Deputy Chief Officers.
2. Cabinet Member Introduction
N/A
3. Recommendations
 - 3.1 That, in consultation with the Mayor, the terms of reference of the Dismissal Appeals Sub Committee are amended as set out in this report.
4. Background information



Haringey Council

- 4.1 At its meeting on 21st July 2014 the Full Council approved the establishment of a Staffing and Remuneration Committee.
- 4.2 The Council also agreed that the former Disciplinary Appeals Sub Committee of the Corporate Committee be replaced with a new sub committee of the Staffing and Remuneration Committee called Dismissal Appeals Sub Committee.
- 4.3 The terms of reference did not allow for appeals against redundancy by Chief Officers and Deputy Chief Officers. Given that decisions to dismiss Chief and Deputy Chief Officers are taken by Members then any appeal should also be heard by Members (with the proviso that this must not include Members who have been involved in the dismissal which is being appealed).
- 4.4 It is therefore necessary to extend the terms of reference for this sub Committee from:

"To hear and determine appeals against dismissal from employment (except appeals resulting from posts becoming redundant or where the continued employment of the employee would contravene the law) in respect of staff employed by the Council. Members who sit on this Committee must not have had any prior involvement in any decision upon which the appeal is made."

To:

"To hear and determine appeals against dismissal from employment in respect of all staff employed by the Council, save where the continued employment of the employee would contravene the law and subject to the limitation that the Sub-Committee will hear and determine appeals resulting from posts becoming redundant only where these affect Chief and Deputy Chief Officers. Members who sit on this Committee must not have had any prior involvement in any decision upon which the appeal is made."

5. Comments of the Chief Financial Officer and Financial Implications

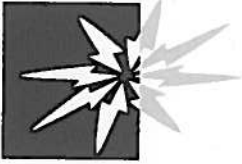
N/A

6. Head of Legal Services and Legal Implications

- 6.1 The legal and constitutional implications are set out in the body of the report.

7. Local Government (Access to Information) Act 1985

N/A



Haringey Council

8. Equalities and Community Cohesion Comments

N/A
