



TERMS OF REFERENCE

STAFFING/EMPLOYMENT PANEL

Membership – 4 Members (effective from May 2025), currently 3 members until May 2025.
(To be elected annually at the Annual Meeting of the Parish Council each year)

- The Staffing Committee to consist of 4 members (effective from May 2025).
- The Chairman is to be elected annually by the Staffing Committee at the first meeting after the Annual Council meeting of Heworth Without Parish Council and shall hold office until the next Annual Council.
- The quorum of the Committee is 3.

Aims

To develop strategy and policy in all matters relating to human resources and to take employment-related decisions on behalf of the Council where directed.

Objectives

To provide effective and professional staff management in all matters related to the employees of the council and to help ensure that the Council is exercising an adequate duty of care for all of its employees.

Meetings

The Clerk will call Staffing Committee meetings as and when necessary. Members will be summoned to attend meetings, which will be held in at a suitable and convenient location agreed by all members of the employment panel; and Public Notice of the meeting shall be given in accordance with Schedule 12, Para 10(2) of the Local Government Act 1972. Residents are encouraged to attend meetings and participate. All meetings are open to the public except when confidential information is being discussed for example an employment appraisal or a confidential salary discussion.

Documentation

Minutes of all meetings will be recorded by the Clerk and circulated at full council meetings of Heworth Without Parish Council for information. All resolutions and recommendations to full council shall be recorded in the minutes of the meetings.

Accountability

The Staffing Committee has delegated powers to act/make decisions on behalf of the full council in relation to the defined terms of reference only. Any recommendations outside the Staffing Committee's terms of reference shall be made to the full council.

Scope

- The Staffing Committee to have full delegated powers for the recruitment and selection of all staff, with the exception of the post of the Parish Clerk/RFO (see below).

- The Staffing Committee will have delegated powers to undertake recruitment processes for all staff. Successful short-listed applicants are to be interviewed by the Staffing Committee. The Committee will follow the provisions of the council’s recruitment policy. A recommendation from the Staffing Committee will be submitted to full council to ratify the appointment of all staff.
- The Staffing Committee to have delegated powers to consider and implement any changes which are required to comply with Employment Law, Health & Safety Law and Terms & Conditions of Service as laid down by the National Joint Council (NJC “Green Book”) and recommended by National Association of Local Councils (NALC) and Society of Local Council Clerks (SLCC)
- The Staffing Committee to have delegated powers to administer the Discipline and Grievance Procedure, subject to agreement by both parties. If agreement cannot be reached then the matter will be referred to full Council.
- The Staffing Committee will appoint one of its members to act as Line Manager to the Clerk/Responsible Financial Officer and to direct the line manager in his/her role and responsibilities.
- The Staffing Committee to have delegated powers to carry out annual staff appraisals (not later than the end of December each year) and to submit proposals in respect of salaries and training of all staff to the full Council.
- The Staffing Committee to have delegated powers to consider and implement pay awards, increments and payroll management.
- The Staffing Committee to have delegated powers to review staff pension arrangements.
- The Staffing Committee to have delegated powers to review job descriptions, person specifications, staff establishment (including promotion and re-grading) and to approve contracts of employment.
- The Staffing Committee to have delegated powers to review the Staff Handbook and Councillors Handbook.

Review

The Staffing Committee’s terms of reference are to be reviewed annually at the first meeting after the Annual Council meeting.

ADOPTED MAY 2017

Reviewed November 2021

Reviewed November 2023

Reviewed December 2024

Review Date December 2026