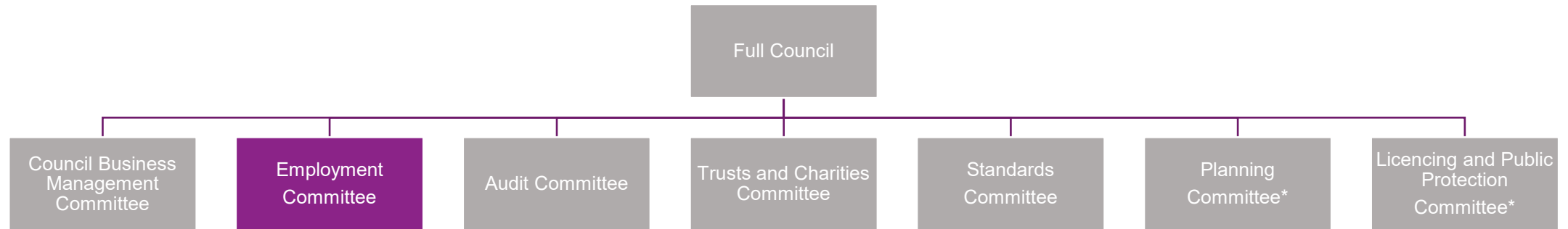


Employment Committee Proposal



Employment Committee

Proposed high level structure



* Regulatory Committee

Employment Committee

Appointments and Dismissals - summary of decision levels and routes of appeal

Action to agree	CEO	CFO & CSMO	Other Statutory Chief Officers*	Non-Statutory Chief Officers
Appointment	Employment Committee, then Cabinet objections, then Full Council.	Employment Committee, then Cabinet objections, then Full Council.	Employment Committee, then Cabinet objections.	Employment Committee, then Cabinet objections.
Dismissal	Employment Committee, then Cabinet objections, then Full Council. No right of appeal.	Employment Committee, then Cabinet objections, then Full Council. No right of appeal.	Employment Committee, then Cabinet objections. Appeal to Appeal Committee.	Employment Committee, then Cabinet objections. Appeal to Appeal Committee.
Action Short of Dismissal	Employment Committee. Appeal to Appeal Committee.	Employment Committee. Appeal to Appeal Committee.	CEO Appeal to 3 members of Employment Committee.	CEO Appeal to 3 members of Employment Committee.
Suspension	Employment Committee. Chair of Employment Committee if urgent.	Employment Committee. Chair of Employment Committee if urgent.	CEO	CEO
Settlement Agreements	Employment Committee.	Employment Committee.	Employment Committee.	Employment Committee.

*The Secretary of State for Health must also be consulted before appointing or dismissing the Director of Public Health.

All appointments and dismissals are subject to the powers of the Commissioners as set out in the Directions issued by the Secretary of State.

- Determine the terms and conditions on which employees hold office as set out in the Birmingham City Council Contract of Employment (“the Birmingham Contract”),
- Approve the Council's pay and grading structure,
- Approve adoption of any council-wide pay increase for JNC level officers,
- Approve the remuneration of the Chief Executive Officer,
- Approval and oversight of any performance related pay system and awards related to the Chief Executive Officer,
- Determine policy in relation to the release of pension benefits (LGPS and TPS) where employer discretion/consent is required,
- Recommend to Full Council for approval an Annual Pay Policy Statement as required by section 38 of the Localism Act 2011 for each financial year having regard to any guidance issued or approved by the Secretary of State.



Thank You!