

## **B18. EMPLOYMENT COMMITTEE**

### **18.1 Role**

i. The Employment Committee will discharge various responsibilities in relation to the Head of Paid Service, the Chief Finance Officer (s.151 Officer) the City Solicitor and Monitoring Officer, Strategic Directors (JNC Band 3) and Service Directors (JNC Band 2) (“the Senior Officers”) in line with the detailed provisions set out below. It will also determine the terms and conditions of employment for all Officers and monitor the operation of the Code of Conduct and Register of Interests for Senior Officers.

### **18.2 Functions**

i. The Employment Committee is authorised to discharge the following functions:

- To make recommendations to Full Council on the appointment of the Head of Paid Service.
- To make recommendations to Full Council on the dismissal of the Head of Paid Service, the Chief Finance Officer (s.151 Officer) and the City Solicitor and Monitoring Officer.
- To suspend and, where appropriate, take any disciplinary action short of dismissal in relation to the Head of Paid Service, the Chief Finance Officer (s.151 Officer) and the City Solicitor and Monitoring Officer.
- To appoint and dismiss the other Senior Officers.
- To discharge all necessary functions required by the JNC Conditions of Service including the exercise of any discretions or determining any issue regarding the Conditions of Service for Senior Officers.
- To agree the Council’s pay and grading structure.
- To agree Council-wide pay awards.
- To agree the contractual terms and conditions of employment for all Officers as contained in the Birmingham Contract.
- 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.
- Monitor the operation of the Employee Code of Conduct and the Register of Interests for Senior Officers.