

RESPONSIBILITY FOR COUNCIL FUNCTIONS

The powers and duties of the Full Council relating to the functions set out below are delegated as follows:

Functions of the Full Council

Power to determine the terms and conditions on which staff hold office (including procedures for their dismissal and redundancy procedures)

Delegation of Functions

The following function is delegated to the Head of Legal, Democracy and HR and Head of Corporate Finance and the relevant Head of Service

To approve operational staffing changes below Head of Service level (including numbers of posts, post types, job duties, grades, deployment of posts, redundancies, flexible retirement and retirement in the interest of efficiency of the service and retirement in exceptional circumstances as set out in the Council's pensions discretions) to meet the operational needs of the service within the limits of the approved financial budget and financial procedure rules, subject to compliance with Council policies and to no significant service implications.

In the case of redundancies, consultation must take place with the Leader, the Cabinet Member for Resources and the appropriate Cabinet Member for the service area before exercising these delegated powers and, where the Leader or either of these Cabinet Members has an objection to the proposals, or where the proposals do not meet the provisos relating to finance or policy outlined above, then the decision is reserved to Full Council.

Functions of the Full Council

Delegation of Functions

The following function is delegated to the Chief Executive

To approve operational staffing changes at Head of Service and above (including numbers of posts, post types, job duties, grades, deployment of posts, redundancies, flexible retirement and retirement in the interest of efficiency of the service) to meet the operational needs of the service within the limits of the approved financial budget and Financial Procedure Rules, subject to compliance with Council policies and to no significant service implications.

This delegation does not apply to the posts of Head of Paid Service, the Monitoring Officer or the Chief Finance Officer. Neither does it relate to dismissals on the grounds of conduct or capability – such dismissals are a function of the Appointments and Investigating Committee.

In the case of operational changes at Head of Service level or above, consultation must take place with the Leader, the Cabinet Member for Resources and the appropriate Cabinet Member for the service area before exercising these delegated powers and, where the Leader or either of these Cabinet Members has an objection to the proposals, or where the proposals do not meet the provisos relating to finance or policy outlined above, then the decision is reserved to Full Council. Where such operational changes relate to redundancy or retirement in the interest of efficiency of the service the requirements of Employment Procedure Rule 7(2) will apply (requiring that the Cabinet be given the opportunity to raise an objection)