**HORNSEA TOWN COUNCIL**

**Personnel Committee Terms of Reference**

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| **Name of Committee:** |  | Personnel Committee |
| **Membership:** |  | Five members of the council |
| **Need:** |  | To meet legislative requirements and to ensure good governance |
| **Conditions:** | 1  2  3  4  5  6  7 | Membership of the Committee to be decided upon its creation and the membership of the committee to be re-appointed at the Annual Council Meeting  Meetings to be convened on a needs basis within the requirements of the Local Government Act 1972, Schedule 12, para 10 and the Public Bodies (Admission to meetings) Act 1960, para 1  Meetings will not commence until the decision is taken to exclude the press and public  Minutes to be presented to the next meeting of the Town Council  The committee may co-opt to fill temporary vacancies  The Committee is empowered to invite specialist professional Officers or advisors to attend meetings to provide guidance as to matters under discussion  The Clerk of the Council will normally support the committee but guidance should be taken from ERNLLCA as to appropriateness |
| **Restrictions:** | 8  9  10  11  12  13 | The Chairman of the Council is not to be a member of the committee in order that he/she can chair a meeting of the parish council as an appeal body, should that be required  Only Members of the Town council may be members of the Committee  Only members of the committee may attend meetings unless specifically summoned  The quorum shall be three (3)  The Parish Council’s Code of Conduct and attendant regulations apply to this committee  A member of the council will not sit as a member of the personnel committee if that member is involved in the matter in any way |

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| **Responsibilities** | **Powers** | **Legal authority** |
| To have responsibility for the selection and recruitment of Town Council staff | Committee to be instructed by council on an ad hoc basis as to its powers to recommend or resolve business | Local Government Act 1972, sections 101 and 112(2) |
| To hear allegations of breaches of discipline by council staff | Committee to have power to resolve | Local Government Act 1972, section 101 and Employment Act 2008 |
| Preparation of employment policies, procedures and documentation | Committee to make recommendations to council | Local Government Act 1972, section 101 and 112(2) and employment legislation (various) |
| To hear grievances from members of staff | Committee to have power to resolve decisions | Local Government Act 1972, section 101 and Employment Act 2008 |
| To agree, monitor and amend terms and conditions for staff | Committee to have power to resolve decisions | Local Government Act 1972, sections 101 and 112(2) |

**Adopted 26th April 2021 – Town Council Minute number 9**

**TC J M Richardson**