

REMUNERATION COMMITTEE

5 September 2025

Establishment of Remuneration Sub-Committees

Report by the Director of Law and Governance and Monitoring Officer

RECOMMENDATION

1. **The Remuneration Committee is RECOMMENDED to**
 - a) establish a Disciplinary Sub-Committee;
 - b) establish an Appeals Sub-Committee;
 - c) appoint three Councillors from the Remuneration Committee to be the members of the Disciplinary Sub-Committee;
 - d) appoint a different three Councillors from the Remuneration Committee to be the members of the Appeals Sub-Committee.

Executive Summary

2. The Council does not have in place either a Disciplinary Sub-Committee or an Appeals Sub-Committee and the Constitution assigns responsibility for disciplinary action or dismissal of certain Chief Officers, to the Remuneration Committee (Part 8.4, Officer Employment Procedure Rules, paragraph 7),
3. This report proposes to formally establish a Disciplinary Sub-Committee and an Appeals Sub-Committee to undertake as necessary the Remuneration Committee's responsibilities in this regard.

Membership

4. It is recommended that both sub-committees should include at least one Cabinet Member and at least one member from the opposition political groups where possible.
5. All three members will be required to be present for a Disciplinary or Appeals Sub-Committee meeting to be quorate and a Councillor could not sit on both the Disciplinary and Appeals Sub-Committee for the same matter.

Training

6. Training will be provided to support members with the formal disciplinary and appeals processes.

Financial Implications

7. There are no financial implications arising from this report.

Comments checked by: Lorna Baxter, Executive Director of Resources and Section 151 Officer

Legal Implications

8. There are no direct legal implications arising from the above recommendations which are in accordance with the requirements of the Council's Constitution which complies with The Local Authorities (Standing Orders) (England) Regulations 2001

Comments checked by: Anita Bradley, Director of Law and Governance and Monitoring Officer

Staff Implications

9. The sub-committees can be administered and supported by Democratic Services and Human Resources within the current resources.

ANITA BRADLEY, Director of Law and Governance and Monitoring Officer

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