

**CYNGOR SIR POWYS COUNTY COUNCIL.**

**CABINET EXECUTIVE  
5 March 2013**

**REPORT AUTHOR: County Councillor Gareth Ratcliffe  
Portfolio Holder for Human Resources**

**SUBJECT: Disciplinary and Grievance Procedures for Chief and  
Deputy Chief Officers and the extension of the remit of  
the Employment Committee**

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**REPORT FOR: Decision**

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1. At yesterday's meeting the County Council agreed the recommendations in the attached report concerning the extension of the remit of the Employment Committee and the adoption of two sets of interim procedures concerning (1) disciplinary procedures and (2) grievance procedures for Chief and Deputy Chief Officers set out in appendices 1 and 2 to the report, subject to those procedures being corrected to:-
  - a) Define the reference to "the Investigating and Disciplinary Committee" as meaning a sub-committee or panel of the Employment Committee; and
  - b) Indicate that all appointments to such sub-committees or panel of the Employment Committee to be made by the Employment Committee itself subject to the Leader of the Cabinet appointing the single full voting Cabinet Member to each such panel or sub-committee.
2. For the sake of completeness, and to ensure compliance with constitutional and legal requirements particularly concerning the discharge of executive functions, Cabinet is also requested to resolve to agree to the recommendations in the attached report and to formally adopt the two sets of procedures contained in appendices 1 and 2 in the attached report subject to the corrections referred to above.

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| <b>Recommendation:</b>   | <b>Reason for Recommendation:</b>   |
| To agree to the recommendations in the attached report and to formally adopt the two sets of procedures contained in appendices 1 and 2 in the attached report subject to the corrections referred to above. | To make appropriate arrangements for dealing with disciplinary and grievance matters relating to Chief and Deputy Chief Officers. |
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| <b>Relevant Policy (ies):</b> |              |                       |              |
| <b>Within Policy:</b>         | <b>Y / N</b> | <b>Within Budget:</b> | <b>Y / N</b> |

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| <b>Relevant Local Member(s):</b> |  |
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| <b>Person(s) To Implement Decision:</b>         |  |
| <b>Date By When Decision To Be Implemented:</b> |  |

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| <b>Contact Officer Name:</b> | <b>Tel:</b> | <b>Fax:</b> | <b>Email:</b> |
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