

**DERBYSHIRE COUNTY COUNCIL**  
**REGULATORY – LICENSING AND APPEALS COMMITTEE**

**30<sup>th</sup> October 2017**

**Report of the Director of Legal Services**

**Appeals Panel; Delegation of Functions**

**1. Purpose of Report**

To invite the Committee to agree the delegation of the employment appeals function to Strategic Directors.

**2. Information and Analysis**

Under the terms of the Council's personnel procedures (disciplinary, grievance etc.) appeals are currently heard by an Appeals Panel of Members drawn from this Committee. This is reflected in the terms of reference of the Committee.

It is proposed that in future this function will be delegated to Strategic Directors and such members of their senior management teams as they may consider it appropriate to delegate the function to. A report will be made annually to this Committee with statistical information as to appeals considered in the previous 12 months and drawing attention to any organisational issues that may have arisen.

The relevant policies and guidance will be amended so as to reflect this proposed delegation. Appeals that have been lodged with the Council prior to the date the new arrangements take effect will be heard in accordance with the previous arrangements.

The trade unions were notified of the change at the meeting of the CJC on the 6<sup>th</sup> July 2017.

It should be noted that in the case of certain of the Council's most senior officers it will be necessary for different procedures to apply as required by the Local Authorities (Standing Orders) Regulations 1993 and 2001.

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**3. Other Considerations**

In preparing this report the relevance of the following factors has been considered: - prevention of crime and disorder, equality of opportunity; environmental, health, human rights, personnel and property considerations.

**4. Officer Recommendations**

That the Committee approves the delegation of appeals to Strategic Directors, and members of their senior management teams to whom they may delegate the functions, with effect from the 1<sup>st</sup> January 2018.