

Remit of the Employment Committee

1 Membership

- 1.1** The Employment Committee shall consist of five members, including two members of the Cabinet, appointed on the basis of proportionality to reflect the political composition of the Council. The quorum shall be three members.

2 Powers and Duties

- 2.1** The Committee shall be responsible for those employment functions which cannot, as a matter of law, be the responsibility of the Cabinet, namely, functions relating to local government pensions and appeals against dismissal, grading and grievances by employees of the Council; with the exception of those appointments reserved to the Appointments Committee, the power to appoint staff and to determine their terms and conditions of office.
- 2.2** The Committee shall also be responsible for carrying out the role of the Joint Consultative Committee.
- 2.3** When undertaking the role of the Joint Consultative Committee, the Committee shall consist of both elected members and Employee representatives. The representation shall be five elected members to reflect the political composition of the Council and six Unison representatives. The voting members of the Committee shall be the Employer's representatives. The quorum shall be three members of both the Employer's side and the Employee's side.
- 2.4** The Committee, when undertaking the role of the Joint Consultative Committee, shall make recommendations to the Cabinet on all matters relating to:
- (a) promoting greater understanding, communication, co-operation and avoidance of conflict between the Council and its employees;
 - (b) giving the Council's employees the opportunity for greater participation in the determination of the Conditions of Service and the conditions under which they perform their work; and
 - (c) promoting co-operation between the Council and its employees in instigating, developing and carrying out measures to ensure the health and safety of the employees and any others who may be affected by their work.