

Appeals Committee

1. To determine employee related disciplinary appeals against dismissal of staff (other than Chief Officers and the Head of Paid Service which is within the terms of reference of the Chief Officer's Employment Committee) under the Council's disciplinary procedure.
2. To determine appeals in respect of grievances for members of staff including Chief Officers and the Head of Paid Service.
3. To determine appeals by parents against the Council's decision in relation to the provision of transport in cases of need, special circumstance or safety.
4. To determine appeals against the Council's decision in relation to introductory tenancies.

Chief Officers' Employment Committee

(The definition of those posts which are regarded as Chief Officer posts is listed in Part 7 of the Constitution).

1. To act as the overarching employment committee for Chief Officers relating to their appointment in accordance with the Council's Officer Employment Procedure Rules.
2. To consider and approve substantive changes to the Council's Corporate Leadership Team proposed by the Chief Executive/Head of Paid Service where the overall cost of the restructure can be met from existing approved budgets. Where the overall cost cannot be met from existing approved budgets, the Committee shall make a recommendation to the Executive or Council as appropriate.
3. To recommend to Council on the designation (not the individual appointment) of the statutory Chief Officers of the Council within the meaning of:
 - a) Section 2(6) of Local Government and Housing Act 1989 (known as the 'Monitoring Officer')
 - b) Section 151 of the Local Government Act 1972 (known as the 'Statutory Finance Officer')
 - c) Section 18 of the Children Act 2004 (known as the 'Director of Children's Services')
 - d) Section 6(1) of the Local Authorities Social Services Act 1970 (known as the 'Director of Adult Services'); and
 - e) Section 73A of the National Health Service Act 2006 (known as the 'Director of Public Health') upon consideration and recommendation from an Advisory Panel in accordance with the Health and Social Care Act 2012.
4. To act as the Committee which makes recommendations to Council on the individual appointment of the Chief Executive/Head of Paid Service and the designation of the role of Head of Paid Service.

5. To appoint the HM Coroner for the Blackpool and Fylde Coronial district.
6. To appoint standing Sub Committees to determine as appropriate the above matters at (1) to (4).
7. To act as the overarching employment committee for the Head of Paid Service and Chief Officers relating to the appointment of sub committees to deal with grievance, discipline, dismissal and any subsequent disciplinary appeals.
8. To consider and recommend to Council the annual pay policy statement and the gender pay gap data.
9. To have oversight and keep under review HR policies and procedures relating to Chief Officers specifically.

Chief Officers' Appointments Sub-Committee

1. To appoint Chief Officers as part of an interview process in accordance with the Chief Officers' Employment Procedure Rules and subject to any direction or timetable set down by the Chief Officers' Employment Committee.

Chief Officers' Disciplinary Sub-Committee

1. To receive and consider allegations of misconduct against the Council's Chief Officers and the Head of Paid Service.
2. To investigate and/or appoint an independent investigator into the allegations.
3. To take informal action or formal disciplinary action (up to and including dismissal) in respect of the misconduct of Chief Officers, (excluding the Council's Head of Paid Service, the Monitoring Officer or the Chief Finance Officer and subject to their right of appeal to the Chief Officer's Appeals Sub-Committee).
4. To take informal action or formal disciplinary action (excluding dismissal) in respect of the misconduct of the Council's Head of Paid Service, the Monitoring Officer or the Chief Finance Officer, (subject to their right of appeal to the Chief Officer's Appeals Sub-Committee).
5. To suspend, and keep under review the suspension of Chief Officers and the Head of Paid Service.
6. To provide advice, views or recommendations via the Independent Panel (Statutory

Officers) to full Council on a matter proposing the dismissal of the Head of Paid Service, Monitoring Officer or Chief Finance Officer in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 (SI 2015/881) or as may be amended from time to time.

7. To discharge the employer's functions to hear and determine any grievance brought by or against the Head of Paid Service, Monitoring Officer or Chief Finance Officer (if as a result of a determination of such a grievance disciplinary action is recommended, then the members of this Sub-Committee will be substituted to ensure impartiality in dealing with the disciplinary matter).

Chief Officers Appeals Sub Committee

1. To hear appeals against the following disciplinary sanctions:
 - for the Head of Paid Service, Monitoring Officer and Chief Finance Officer, any sanction short of dismissal imposed by the Disciplinary Sub Committee
 - for the other Chief Officers, any sanction up to and including dismissal.

Independent Panel (Statutory Officers)

Comprising of the three Independent Persons who have been appointed under the Elected Members' Code of Conduct framework (Section 28 (7) of the Localism Act 2011).

To advise the Council on matters relating to the dismissal of the Council's Head of Paid Service, the Chief Finance Officer and the Monitoring Officer. It shall undertake its functions in accordance with the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 and the Officer Employment Procedure Rules.