

SPECIFIC FUNCTIONS

HUMAN RESOURCES FUNCTIONS

| | FUNCTION | EXERCISED BY |
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| (1) | To approve the payment of honoraria/ex gratia payments for higher grade work in consultation with the appropriate Executive Director | Executive Director (Resources and Support Services) |
| (2) | To establish and maintain effective consultation and negotiation procedures with employees and their recognised representatives | Executive Director (Resources and Support Services) |
| (3) | To determine posts as politically restricted | Chief Executive |
| (4) | To monitor the implementation of and report on all health and safety and welfare matters concerning the Council as an employer | Executive Director (Regeneration and Development) |
| (5) | To monitor the implementation of and report on the promotion and practice of equal opportunities | Executive Director (Resources and Support Services) Chief Executive |
| (6) | To settle industrial disputes in consultation with the Leader of the Council and the Chief Executive | Executive Director (Resources and Support Services) |
| (7) | To issue notices under employment legislation and to undertake formal consultations with the trade unions as appropriate in respect of any possible redundancies | Executive Director (Resources and Support Services) |
| (8) | To deal with employment appeals Disciplinary matters Capability or sickness | Sub-committee established by the Staffing Committee for this purpose except for Officers dealt with under the Chief Officers Appointments, Review and Appeals Committee |