

## **Officer Employment Procedure Rules**

### **8 Additional provisions in relation to disciplinary action concerning the Head of Paid Service, Monitoring Officer and/or Chief Financial Officer**

8.1 The Managing Director/Head of Paid Service, Monitoring Officer and Chief Financial Officer ( a 'relevant officer') may not be dismissed by the Council unless the procedure set out in Schedule 3 of the Local Authorities (Standing Orders) (England) (Amendment) Regulations 2015 has been complied with.

8.2 The Council must invite any Independent Person appointed under the provisions of the Localism Act 2011 section 28(7) who has been appointed by the Council (or, where there are fewer than two such persons, such Independent Persons as have been appointed by another authority or authorities as the Council considers appropriate), to be considered for appointment to an independent Panel with a view to appointing at least two such persons to the Panel.

8.3 The Council must appoint to the Panel such relevant Independent Persons who have accepted an invitation issued in accordance with paragraph 8.2 in accordance with the following priority order –

- (a) an Independent Person who has been appointed by the council and who is a local government elector within the authority's area;
- (b) any other Independent Person who has been appointed by the council; and
- (c) an Independent Person who has been appointed by another council or councils.

8.4 The Council is not required to appoint more than two relevant Independent Persons but may do so.

8.5 The Council must appoint any Panel at least 20 working days before the meeting of the Council to consider whether or not to approve a proposal to dismiss a relevant officer.

8.6 Before the taking of a vote at the meeting of the Council to consider whether or not to approve a proposal to dismiss a relevant officer the authority must take into account in particular:

- (a) any advice, views or recommendations of the Panel;
- (b) the conclusions of any investigation into the proposed dismissal; and
- (c) any representations from the relevant officer.