

**Proposed Amendments to Constitution – for full Council in July 2023**

Where amendments are suggested to part of a paragraph, only the relevant part is replicated in the amendment chart below.

<b><u>PART A: ITEMS FOR DECISION</u></b>			
<b>Provision in Constitution</b>	<b>Current Wording</b>	<b>Proposed Amendment</b>	<b>Reason(s)</b>
<p>Part 3 – Responsibility for Functions</p> <p>Schedule 4 – Officers’ Delegation Scheme</p> <p><b>4 Delegation to All Chief Officers</b></p>	<p>4.9 Chief Officers are authorised to take any action with respect to the:</p> <p>(a) recruitment, appointment, promotion, training, grading and discipline of staff;</p> <p>...</p>	<p>4.9 Chief Officers are authorised to take any action with respect to the:</p> <p>(a) recruitment, appointment, promotion, training, grading, discipline and capability of staff;</p> <p>...</p>	<p>To make specific reference to capability, in accordance with current practice.</p>
<p>Part 3 – Responsibility for Functions</p> <p>Schedule 4 – Officers’ Delegation Scheme</p> <p><b>12 Delegation to the Assistant Chief Executive HR and Business Support</b></p>	<p>...</p> <p>12.1 To the extent that they are not specifically reserved to another Council/Executive body, Executive Member or Officer, the Assistant Chief Executive HR and Business Support is responsible for the exercise of all powers, duties and functions of the Council in relation to the following functions:</p> <ul style="list-style-type: none"> <li>• Business Support across all directorates</li> <li>• Directorate HR Teams</li> <li>• Equality, Diversity &amp; Inclusion</li> <li>• Health &amp; Well Being</li> <li>• HR Shared Service Team</li> <li>• Organisational Development</li> <li>• Pay &amp; Reward</li> <li>• Payroll</li> </ul>	<p>...</p> <p>12.1 To the extent that they are not specifically reserved to another Council/Executive body, Executive Member or Officer, the Assistant Chief Executive HR and Business Support is responsible for the exercise of all powers, duties and functions of the Council in relation to the following functions:</p> <ul style="list-style-type: none"> <li>• Business Support across all directorates</li> <li>• Directorate HR Teams</li> <li>• Equality, Diversity &amp; Inclusion for the workforce</li> <li>• Health &amp; Well Being for the workforce</li> <li>• HR Shared Service Team</li> <li>• Industrial relations (including collective bargaining, corporate collective bargaining and consultation structure and</li> </ul>	<p>To clarify that HR is responsible only for the workforce elements of EDI, not EDI for services.</p> <p>To reference the full range of areas within the delegations to the ACE HR and Business Support.</p>

		arrangements) <ul style="list-style-type: none"> <li>• Learning &amp; development</li> <li>• Organisational Development</li> <li>• Pay &amp; Reward</li> <li>• Payroll           <ul style="list-style-type: none"> <li>• Recruitment/Resourcing</li> </ul> </li> </ul>	
Part 3 – Responsibility for Functions  Schedule 4 – Officers’ Delegation Scheme  <b>12 Delegation to          the Assistant          Chief Executive          HR and Business          Support</b>	... <u>12.3 Specific Delegations</u>  (a) To manage the provision of training contracts awarded by the Employment Training Services and those of a related nature aimed at skilling individuals for employment.	... <u>12.3 Specific Delegations</u>  (a) To manage the provision of training contracts awarded by the Learning & Development Service and those of a related nature aimed at skilling individuals for employment.	To update references as Employment Training Services no longer exists.
<b><u>PART B: ITEMS          FOR          INFORMATION</u></b>			
Whole Constitution		<i>Certain typographical/administrative errors have          been corrected in the Constitution under the          Monitoring Officer’s delegated powers as set out          in Article 15.02(c)(i) of the Constitution to correct          administrative issues.</i>	To ensure that the Constitution is accurate and up to date.

<p>Part 3 – Responsibility for Functions</p> <p>Schedule 2 – The Executive</p> <p>Executive Members and their Responsibilities</p>		<p><i>The list of Executive Members’ portfolios has been updated, to reflect recent changes, under the Monitoring Officer’s delegated powers as set out in Article 15.02(c)(iii) of the Constitution.</i></p>	<p>To ensure that the Constitution is accurate and up to date.</p>
<p>Part 3 – Responsibility for Functions</p> <p>Membership lists</p>		<p><i>Updated, to reflect changes agreed, under the Monitoring Officer’s delegated powers as set out in Article 15.02(c)(iii) and (iv) of the Constitution.</i></p>	<p>To ensure that the Constitution is accurate and up to date.</p>