

Bayston Hill Parish Council Committee Terms of Reference:

- The minutes of all committees shall be made available to Full Council for scrutiny
- Full Council shall be advised of all actions completed by a Delegated Committee.
- All activities undertaken by a committee shall be completed in compliance with current policies in place for the Parish Council.

Finance and Personnel Committee (Delegated Committee) - The Council will, following the Annual Meeting establish a Finance and Personnel Committee to carry out the following tasks:

- Facilitate the recruitment, interview, and appointment process for new employees. (Any new employee appointment shall be approved by Full Council prior to the recruitment process starting.)
- Ensure that an appraisal process is completed annually for all employees in accordance with the BHPC Appraisal Policy.
- Confirm that performance targets have been met.
- Recommend any financial award to Full Council.
- Draw up and review job description annually.
- Establish a training programme for all staff and review annually.
- Ensure that all staff are adequately supervised and supported and specifically new staff during their probationary period.
- Establish a training programme for Councillors and review annually.
- Ensure compliance with the Disciplinary & Grievance Policy
- To ensure that all policies and procedures for the Parish are reviewed at least once in a three-year cycle.
- To delegate the review of a policy to another more appropriate committee if required.
- Appoint sub-committees and working parties if appropriate to undertake its duties.
- To ensure compliance with the Council's Financial Regulations
- Monitoring of the Council's budget and expenditure as presented by the Clerk.
- Ensuring that the budget detail provided to all committees is accurate and suitable for that committee to base decisions on.
- To advise Full Council of any significant deviations to the budget.
- To ensure that the Council complies with the agreed investment strategy and that this is reviewed annually with regards to Bank Accounts and Financial Services.
- To ensure that the Council gets best value for money in the procuring of services and contracts.
- To review insurance arrangements and ensure a recommendation is taken to Full Council in good time prior to the contract expiration date

- Ensuring that a Budget is prepared for Full Council to consider
- Ensuring that all end of year Financial Reports are prepared and approved before going back to Full Council.
- Ensure that the Internal and External Audits are completed, and any recommendations actioned appropriately for approval by Full Council.
- To undertake spot checks of the financial procedures/systems of the council and compliance with the Council's Financial Regulations.
- To manage any debtor up to a value of £5,000 and report back to Full Council for approval.

Planning Committee (Delegated Committee) – The Council will, following the Annual Meeting establish a Planning Committee to carry out the following tasks:

- To determine the Council's views on Town and Country Planning Development Control Issues.
- To prepare and keep under review a policy for future development and planning in the Parish.
- To undertake as required consultation with the County Planning Departments
- To nominate a delegate who would be authorised to speak on a particular planning application to the authorities concerned.
- To consider all applications and appeals within or in areas adjacent to the Parish and to make appropriate comments if required to the relevant authorities.
- To undertake all work in connection with planning and other public enquiries in which the Council wishes to be involved.
- To advise Full Council on all aspects of planning in the Parish
- To appoint sub-committees and working parties if appropriate to complete its duties.
- With regard to complex Planning Applications on the advice of the Clerk to make specific recommendations to Full Council.

Services Committee (Delegated Committee) – The Council will, following the Annual Meeting establish a Services Committee to carry out the following tasks:

- To agree and monitor the standards required for all the Parish amenities and services and the most effective way of organising this provision.
 - Lythwood Sports Area (Playing Fields, Pavilion, Outdoor Gym, Astro Turf Pitch, Tennis Court, BMX track, bowling green)
 - Longmeadow Play Area
 - Street Lighting (under the control of the Parish)
 - Bus Shelters
 - Benches
 - Parr's Pool & Woodland

- Footpaths
- Litter bins (managed by the Parish).
- Youth & Community Building
- Parish Office
- Allotments
- Community Woodland incorporating the Sensory Garden
- Floral Displays at the Crossroads and Parade and other suitable sites in the village
- Encouraging, facilitating and supporting community cultural and sporting activities
- Planning for increased services and provision as required in the future.
- To ensure that all Statutory, Health & Safety and Environmental inspections are completed.
- To ensure that all actions arising from all reports/inspections completed for the Parish are adequately addressed and closed out in a timely manner.
- Ensure that policies and procedures are in place to ensure the Health and Safety of all Council employees
- To establish a programme of actions to enable BHPC and the wider Parish to achieve Net Zero Carbon Emissions by 2035.
- To progress the development Pavilion Project
- To appoint sub-committees and working parties if appropriate to complete its duties.
- To appoint outside experts as required to move forward projects.
- To manage any spend on items within its remit up to a value of £5,000 and report back to Full Council for approval

Membership of Committees as at May 2024:

Finance and Personnel Committee
6 members (includes Chairman)

Planning Committee
6 members (includes Chairman)

Services Committee
6 members (includes Chairman)

N.B. The Chair is automatically (ex officio) member of all committees.

Committee Terms of Reference are reviewed annually at the Annual Council Meeting in May.