



GOVERNANCE COMMITTEE

TUESDAY, 10 MARCH 2026

10.15 AM, OR AT THE CONCLUSION OF CABINET, WHICHEVER IS THE LATER, COUNCIL CHAMBER, COUNTY HALL, LEWES

MEMBERSHIP - Councillors Keith Glazier, OBE (Chair), Nick Bennett, Bob Bowdler, Chris Collier, Johnny Denis and David Tutt

A G E N D A

1. Minutes of the meeting held on 24 February 2026 (*Pages 3 - 4*)
2. Apologies for absence
3. Disclosures of interests
Disclosures by all members present of personal interests in matters on the agenda, the nature of any interest and whether the member regards the interest as prejudicial under the terms of the Code of Conduct.
4. Urgent items
Notification of items which the Chair considers to be urgent and proposes to take at the appropriate part of the agenda. Any members who wish to raise urgent items are asked, wherever possible, to notify the Chair before the start of the meeting. In so doing, they must state the special circumstances which they consider justify the matter being considered urgent.
5. Appointments to Sussex and Brighton Combined County Authority Board (*Pages 5 - 6*)
Report by the Deputy Chief Executive
6. Amendments to the Constitution - scrutiny call-in deadline and scheme of delegations to officers (*Pages 7 - 24*)
Report by the Deputy Chief Executive
7. Any other items previously notified under agenda item 4

PHILIP BAKER
Deputy Chief Executive
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2 March 2026

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GOVERNANCE COMMITTEE

MINUTES of a meeting of the Governance Committee held at Council Chamber, County Hall, Lewes on 24 February 2026.

PRESENT: Councillors Keith Glazier, OBE (Chair), Nick Bennett, Bob Bowdler, Chris Collier and Johnny Denis

ALSO PRESENT: Councillors Colin Belsey, Kathryn Field, Steve Murphy, and Paul Redstone.

46. MINUTES OF THE MEETING HELD ON 27 JANUARY 2026

46.1 RESOLVED – that the minutes of the previous meeting of the Committee held on 27 January 2026 be confirmed and signed as a correct record.

47. APOLOGIES FOR ABSENCE

47.1 Apologies for absence were received from Councillor Tutt.

47.2 It was noted that Councillor Field was in attendance as a substitute for Councillor Tutt. Councillor Field was not present in the Chamber but joined the meeting via MS Teams. She did not vote on the items under discussion.

48. REPORTS

48.1 Copies of the reports referred to below are included in the minute book.

49. INDEPENDENT AUDITOR'S, GRANT THORNTON, REPORT TO THOSE CHARGED WITH GOVERNANCE AND STATEMENT OF ACCOUNTS FOR 2024/25

49.1 The Committee considered a report by the Chief Finance Officer regarding the Grant Thornton report to those charged with governance, and to report an anticipated unqualified audit opinion on the 2024/25 Statement of Accounts.

49.2 The Committee RESOLVED to:

- 1) note the Independent Auditor's (Grant Thornton) Report to those charged with governance on East Sussex County Council Accounts;
- 2) authorise the Chief Finance Officer to sign the formal Letter of Representation to Grant Thornton UK LLP; and
- 3) approve the 2024/25 Statement of Accounts for publication.

50. SUPPORTING STAFF TO ADDRESS AND REPORT UNACCEPTABLE BEHAVIOUR AT WORK

50.1 The Committee considered a report by the Director of Adult Social Care and Health updating on the progress with work linked to addressing unacceptable behaviour at work.

50.2 The Committee RESOLVED to:

- 1) note the context and progress on work to encourage staff to report incidents of unacceptable behaviour at work, and to strengthen the reporting systems across East Sussex County Council;

- 2) agree the corporate statement in Appendix 1, and note the other resources developed;
- 3) note the updates to East Sussex County Council's incident reporting system, which will be launched in March 2026; and
- 4) note the proposed approach to communicating the launch of the resources and updated reporting system, including Chief Officer support.

51. APPOINTMENTS TO OUTSIDE BODIES - EAST SUSSEX INSHORE FISHERIES

51.1 The Committee considered a report by the Deputy Chief Executive regarding two Conservative appointments to the East Sussex Inshore Fisheries and Conservation Authority.

51.2 Councillor Redstone was nominated to serve on the East Sussex Inshore Fisheries and Conservation Authority.

51.3 The Committee RESOLVED to appoint Councillor Redstone to serve on the East Sussex Inshore Fisheries and Conservation Authority until the annual council meeting in May 2026, with one vacancy remaining.

Report to:	Governance Committee
Date:	10 March 2026
By:	Deputy Chief Executive
Title of report:	Appointments to Sussex and Brighton Combined County Authority Board
Purpose of report:	To make two appointments to the Sussex and Brighton Combined County Authority (SBCCA) Board

RECOMMENDATION:

The Governance Committee is recommended to appoint two members from the County Council to serve on the SBCCA Board for the period until the election in May 2026.

1. Supporting Information

1.1 In December 2024, Government published the English Devolution White Paper which set out its ambitions for devolution and the eventual creation of Mayoral Strategic Authorities (MSAs) covering all areas of England. In February 2025, an application from East Sussex County Council (ESCC), West Sussex County Council (WSCC), and Brighton and Hove City Council (BHCC), to join the Devolution Priority Programme (DPP) and to establish a Mayoral Combined County Authority (MCCA) for Sussex and Brighton, was accepted by the Government.

1.2 National government undertook an 8-week public consultation from 17 February to 13 April 2025 to engage and seek responses from a range of interested parties across the region. In July 2025, following a public consultation, the Government confirmed that the proposal to create a Mayoral Combined County Authority for Sussex and Brighton had met the statutory tests and that it would move forward with mayoral elections scheduled for May 2026. In October, all three constituent councils agreed to the establishment of the MCCA and delegated authority to Chief Executives to consent to the laying of a Statutory Instrument to create the new Authority.

1.3 On 4 December 2025, the Parliamentary Under Secretary of State for Devolution, Faith and Communities, Miatta Fahnbulleh MP, wrote to the Leaders of East Sussex County Council, West Sussex County Council and Brighton and Hove City Council to set out the Government's intention to continue with the establishment of a Mayoral Strategic Authority in Sussex and Brighton from 2026, but to postpone the mayoral elections in 4 DPP areas, including Sussex and Brighton, until 2028.

1.4 In February this year, Cabinet reconfirmed East Sussex County Council's consent to the establishment of the Sussex and Brighton Combined County Authority (SBCCA). Consent of the 3 constituent councils was given and the Statutory Instrument laid in Parliament on 11 February and will be established later in 2026.

1.5 The timing of when the Statutory Instrument will come into force remains unclear and is dependent on Parliament, but it is anticipated to be in late March, early April. It will then be necessary for the Board to have its first meeting. This is likely to be before the election. At that meeting it will be necessary to agree certain key documents to enable the new Authority to be able to function, such as the Constitution.

2. Conclusion and Reason for Recommendation

2.1 The Committee is therefore recommended to appoint two members from the County Council for the period until the election in May 2026 to enable the Authority to be in a position to undertake essential business pending.

PHILIP BAKER
Deputy Chief Executive

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Background Documents
None

Report to: Governance Committee

Date of meeting: 10 March 2026

By: Deputy Chief Executive

Title: Amendments to the Constitution – scrutiny call-in deadline and scheme of delegations to officers

Purpose: To consider amendments to the Constitution.

RECOMMENDATION:

The Governance Committee is recommended to recommend the County Council to agree to amend the Constitution as set out in paragraphs 2.2 and 3.2 of the report and appendices.

1. Background information

1.1 The Governance Committee is asked to consider recommending the proposed changes to the constitution, as set out in paragraphs 2.2 and 3.2 of the report, to the County Council for approval.

2. Update to the scrutiny call-in deadline

2.1 In October 2025, the Governance Committee considered a report on the scrutiny call-in process, this included detailed guidance and a checklist, following a request for clearer guidance by the Scrutiny and Audit Chairs and Vice-Chairs. The Committee resolved to agree the guidance and checklist, which included a 4pm deadline on the fifth and final day of the call-in period, as specified in the call-in checklist.

2.2 Whilst the call-in checklist refers to the 4pm deadline, this is not reflected in the Constitution presently. It is therefore proposed that Part 4, (5) Overview and Scrutiny Procedure Rules be updated to explicitly reflect the 4pm deadline on the fifth day of the call-in process, as set out in Appendix 1 of this report.

2.3 This will ensure transparency and clarity and align the constitution with established guidance.

3. Update to the scheme of delegation to officers

3.1 When considering reports, it is standard practice for the Full Council, Committees, and the Executive to delegate particular responsibilities to designated officers in order to facilitate efficient implementation. This delegation framework enables officers to operate within established boundaries, promoting prompt and effective execution of Council policies, services, and initiatives.

3.2 Whilst this is an established approach, the Constitution does not reflect this practice. It is therefore proposed to amend Part 3, Table 6 – Scheme of Delegation to Officers, of the Constitution to include:

In addition to this scheme, the Full Council, Committees and the Executive may delegate powers to officers, unless their Terms of Reference prohibit further delegation.

3.3 This proposed amendment is further set out in Appendix 2 of this report.

4. Conclusion and Reason for Recommendation

4.1 The proposed amendments to the Constitution aim to align its provisions with current operational practices and guidelines, thereby supporting strong and transparent decision-making processes.

PHILIP BAKER
Deputy Chief Executive

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Local Members: All

Background Documents: None

CONSTITUTION – PART 4 – RULES OF PROCEDURE

20. Call-in

- (a) When a decision is made by the Cabinet, an individual member of the Cabinet or a committee of the Cabinet, or a key decision is made by an officer with delegated authority from the Cabinet, or an area committee or under joint arrangements, the decision shall be published, including where possible by electronic means, and shall be available at the main offices of the Council normally within 3 working days of being made. All Councillors will be sent copies of the records of all such decisions within the same timescale, by the proper officer.
- (b) That notice will bear the date on which it is published and will specify that the decision will come into force, and may then be implemented, on the expiry of 5 working days after the publication of the decision, unless the relevant overview and scrutiny committee objects to it and calls it in. **The deadline for submitting a call-in request is by 4pm on the fifth working day after the decision and minutes of the meeting are published.** Guidance on the relevant committee will be sought from the Proper Officer.
- (c) During that period, the proper officer shall call-in a decision for scrutiny by the committee if so requested by three members of the committee provided that the reasons for the call-in are clearly set out and, in the view of the Monitoring Officer, comply with these procedures and meet the requirements of paragraph 19 (b) above. He/she shall then notify the decision-taker of the call-in. The Committee will consider the call-in at a meeting which shall take place within 10 working days of the decision to call the matter in.
- (d) If, having considered the decision, the overview and scrutiny committee is still concerned about it, then it may refer it back to the decision making person or body for reconsideration, setting out in writing the nature of its concerns or refer the matter to full Council. On receipt of the response from the scrutiny committee the decision making person or body may decide to proceed with the original decision or make an amended decision.
- (e) If following an objection to the decision, the overview and scrutiny committee does not meet in the period set out above, or does meet but does not refer the matter back to the decision making person or body, the decision shall take effect on the date of the overview and scrutiny meeting, or the expiry of that further 10 working day period, whichever is the earlier.
- (f) If the matter was referred to full Council and the Council does not object to a decision which has been made, then no further action is necessary and the decision will be effective in accordance with the provision below. However, if the Council does object, it has no locus

to make decisions in respect of a Cabinet decision unless it is contrary to the policy framework, or contrary to or not wholly consistent with the budget. Unless that is the case, the Council will refer any decision to which it objects back to the decision making person or body, together with the Council's views on the decision. That decision making body or person shall choose whether to amend the decision or not before reaching a final decision and implementing it.

- (g) If the Council does not meet, or if it does but does not refer the decision back to the decision making body or person, the decision will become effective on the date of the Council meeting or expiry of the period in which the Council meeting should have been held, whichever is the earlier.
- (h) Where an executive decision has been taken by an area committee then the right of call-in shall extend to any other area committee which resolves to refer a decision which has been made but not implemented to a relevant overview and scrutiny committee for consideration in accordance with these provisions. All other provisions relating to call in shall apply as if the call in had been exercised by members of a relevant overview and scrutiny committee.

Call-in and urgency

The call-in procedure set out above shall not apply where the decision being taken by the Cabinet is urgent. A decision will be urgent if any delay likely to be caused by the call in process would seriously prejudice the Council's or the public's interests. The Chairman of the Council must agree both that the decision proposed is reasonable in all the circumstances and to it being treated as a matter of urgency, on advice from the Monitoring Officer. In the absence of the Chairman, the Vice-Chairman's consent shall be required. In the absence of both, the Chief Executive's or the Deputy Chief Executive's consent shall be required. Decisions taken as a matter of urgency must be reported to the next available meeting of the Council, together with the reasons for urgency.

21. The party whip

A party whip may be imposed, but when considering any matter in respect of which a member of an overview and scrutiny committee is subject to a party whip the member must declare the existence of the whip, and the nature of it, before the commencement of the committee's deliberations on the matter. The declaration, and the detail of the whipping arrangements, shall be recorded in the minutes of the meeting.

22. Procedure at overview and scrutiny committee meetings

- (a) Overview and scrutiny committees and sub-committees shall consider the following business:
 - i) minutes of the last meeting;
 - ii) declarations of interest;
 - iii) consideration of any matter referred to the committee for a decision in relation to call in of a decision;
 - iv) responses of the Cabinet to reports of the overview and scrutiny committee; and
 - v) the business otherwise set out on the agenda for the meeting.
- (b) Following any investigation or review, the committee/sub-committee shall prepare a report, for submission to the Cabinet and/or Council as appropriate and shall make its report and findings public.

23. Matters within the remit of more than one overview and scrutiny committee

Where a matter for consideration by an overview and scrutiny committee also falls within the remit of one or more other overview and scrutiny committees, the decision as to which overview and scrutiny committee will consider it will be resolved at a meeting of the Chairs and Vice Chairs of the Audit Committee and Scrutiny Committees (see paragraph 7 above).

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Table 6

Scheme of Delegations to Officers

Summary of Contents

1. **General delegation**
2. **Delegations to Chief Executive and all Directors (excluding the Director of Public Health and the Head of Children’s Safeguards and Quality Assurance) listed in paragraph 3 below**
 - A. Financial
 - B. Land and Property
 - C. Human Resources
 - D. General
3. **Delegations to particular Officers**
 - A. Chief Executive
 - B. Chief Operating Officer
 - C. Director of Communities, Economy and Transport
 - D. Director of Children’s Services
 - E. Director of Adult Social Care and Health
 - F. Deputy Chief Executive
 - G. Chief Finance Officer
 - H. Director of Public Health
 - I. Head of Children’s Safeguards and Quality Assurance / Head of LAC Services (Provider Services)

Delegation of Powers to Chief Executive and all Directors

Within the provisions of the Standing Orders and Financial Regulations of the County Council the following powers are delegated to Chief Executive and all Directors (including the Deputy Chief Executive but excluding the Director of Public Health) in relation to the services for which they are responsible. All references in these delegations to Acts or Regulations are to include reference to legislation amending or re-enacting the same. The operation of these delegations is subject to Standing Orders, the Code of Conduct and this Constitution.

Any interpretation of this Scheme of Delegations to Officers shall be in accordance with the Council’s and the Leader’s wish that the scheme shall not be construed restrictively.

In addition to this scheme, the Full Council, Committees and the Executive may delegate powers to officers, unless their Terms of Reference prohibit further delegation.

1. General Delegation

The power to manage the services for which they are responsible, including taking and implementing decisions which aid in maintaining the operational effectiveness of those services, and which fall within a policy decision taken by the Council. The power to be exercised: (a) in conformity with any instructions given by the Chief Executive and with Standing Orders, Financial Regulations, approved revenue estimates and the approved capital programme; and (b) having regard to any legal advice by the Deputy Chief Executive.

To the extent permissible by law, the functions delegated to the Chief Executive, Directors, Chief Finance Officer, Deputy Chief Executive and Director of Public Health may be carried out by other officers employed by this and other Councils or by external contractors either fully or under the general supervision and control of the officer with delegated responsibility and authorised by the Chief Executive or any Director, the Chief Finance Officer, Deputy Chief Executive or Director of Public Health according to the authorisation in the departmental internal scheme.

2. Delegations to Chief Executive and all Directors

A. Financial

1. Subject to the limitations in Financial Regulations and elsewhere in these delegations, to incur expenditure for which provision has been made in the approved revenue budget, provided no commitment to further expenditure is made which is not similarly provided for, including transferring sums between budget headings, writing off debts as irrecoverable, assessing the amount of contribution for services provided and authorising ex gratia payments.

B. Land and Property

1.
 - (a) To authorise the granting, determination or obtaining of easements, wayleaves and licences (including agreements for the seasonal use of agricultural land) over or in respect of land held for or required for the purposes of the County Council, including approval of the terms of the transaction. This power shall not be exercised, except in the case of land used or required for a public highway, without first taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the Deputy Chief Executive and the Chief Operating Officer which will include provision to comply with corporate property requirements.
 - (b) After taking appropriate professional advice, as set out in (a) above, to approve the terms of any transaction as described in (a) above.
2. After taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the Deputy Chief Executive and the Chief Operating Officer which will include provision to comply with corporate property requirements:
 - (a) to authorise the sale or leasing of land to statutory undertakers for the purposes of their statutory functions;
 - (b) subject to financial provision existing and the net rent not exceeding £50,000 per annum, to authorise the taking of a lease, tenancy or licence of land or buildings and to authorise the determination of such a lease, tenancy or licence;
 - (c) to authorise the granting of a lease or tenancy of land and buildings and all associated documents (including a Commercial Transfer Agreement) in relation to the formation of new or expanded school/educational facilities (including but not exclusive to Academies, Trusts and Free Schools) and to authorise the determination of such a lease or tenancy or associated agreement;
 - (d) to authorise the granting of a lease, tenancy or licence of land or buildings for a period not exceeding 21 years and to authorise the determination of such a lease, tenancy or licence;
 - (e) to hire or hire out or authorise the use of buildings or facilities held or required for the purposes of the County Council; and
 - (f) to grant consent:
 - (i) to the underletting or assignment of any lease or tenancy of land under the control of the County Council;
 - (ii) under restrictive covenants the benefits of which are vested in the County Council.

- (iii) for the modification of a covenant, title restriction or encumbrance or an overage position.
- 3. Following consultation with the Lead Cabinet Member for Resources and Climate Change and the Cabinet Member responsible for the service concerned: (1) in cases of urgency to approve the acquisition of any interest in land required for the purposes of the Council; and (2) subject to Financial Regulations, to approve on behalf of the Council the price or other consideration for the acquisition of any interest in land, after taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the Chief Executive and the Chief Operating Officer. (Refer to paragraph 4 below if acquisition cost is below £100,000).
- 4. After taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the Chief Executive and the Chief Operating Officer and having consulted the Chief Operating Officer, to approve the terms of any land acquisition where the payment to the other party does not exceed £100,000 (in the case of a lump sum payment) or £50,000 per annum (in respect of an annual rental) (subject to financial provision existing), and to maintain a register of all such transactions which should be available for inspection by members. (Refer to paragraph 3 above if acquisition is above £100,000).
- 5. After taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the County Council which will include provision to comply with corporate property requirements:
 - (a) to authorise land to be declared surplus where the area of land does not exceed 0.2 hectare (0.494 acre);
 - (b) to approve dedications of land; and
 - (c) to authorise the acquisition of land for operational purposes up to an area of 0.2 hectare (0.494 acre) subject to there being provision within approved capital or revenue budgets.
- 6. After taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the Chief Executive and the Chief Operating Officer to authorise the payment of appropriate disturbance costs and a sum equal to a home loss payment on the acquisition of properties purchased in advance of the confirmation of a compulsory purchase order.
- 7. After taking appropriate professional advice in accordance with guidelines which may from time to time be laid down by the Chief Executive and the Chief Operating Officer and after consulting the relevant Cabinet members (if the proposed terms are less than the market value) to approve the terms of lettings to charitable organisations.

8. After consultation with the Chief Executive to authorise the service of counter notices to blight notices.
9. To seek planning permission under regulation 3 of the Town and Country Planning General Regulations 1992.
10. To be responsible for the client functions covered by Service Level Agreements as set out below, these functions to be exercised in accordance with the Procurement and Contract Standing Orders and any other guidelines which may from time to time be laid down:

Commissioning professional property services:

- preparing and agreeing tender lists for competitively procured professional services;
- preparation of tender documentation;
- tender evaluation;
- establishing and reviewing quality thresholds;
- resolving technical problems, disputes and queries;
- performance monitoring;
- processing applications for payment of professional services;
- review of systems of delivery.

Service Department Client Functions

- preparation and holding of budgets for capital projects;
 - commissioning client agent in accordance with corporate policy;
 - preparation of client project design standards;
 - agree final selection of consultants;
 - approval of contract terms i.e. timescales/budgets;
 - accept handover and organise occupation.
11. To take, and to give approval to take, all lawful steps to take, recover and retain possession of County Council land and property, to secure at all times that trespassers do not enter on to such land and to remove trespassers from such land; and to engage in any lawful activities in connection therewith.

C. Human Resources

Where appropriate the following delegations to the Chief Executive and Directors are qualified by the appropriate section(s) of the Personnel Scheme of Delegations and HR Policies and Procedures.

1. Within the approved financial estimates of the department concerned to set the staffing complement and to appoint employees to all posts other than those reserved for elected member appointment and to approve starting salaries.
2. In accordance with national and/or local agreements and/or policy and criteria approved by the County Council to set terms and conditions of employment of staff and, provided the estimates of the department or for the project concerned are not thereby exceeded, to accelerate the incremental position of any employee whose post is not reserved for elected member appointment, provided the maximum of the grade for the post is not exceeded.
3. Provided that the cost can be met from within the approved training estimates to:
 - (a) arrange and approve the training of employees in accordance with the County Council's post entry scheme of training, training policy and practice; and
 - (b) approve the attendance of officers at professional conferences.
4. In accordance with the policy of the County Council and, where appropriate, after taking medical advice:
 - (a) to extend an employee's period of sick leave on full pay or half pay for a maximum period not exceeding three months;
 - (b) to vary the requirement to return to duty for a minimum period of five months following maternity leave.
5. To allow an employee to return to work on a part-time basis on full pay for up to two months, provided medical advice is sought and it will contribute positively to the employee's eventual return to full duty.
6. In accordance with the policy of the County Council to authorise:
 - (a) special leave, paid and/or unpaid, to include special leave for trade union activities;
 - (b) extended maternity leave without pay;
 - (c) compassionate leave for up to two weeks;

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- (d) officers on or above Spinal Column Point 23 on the Single Status Scheme to engage in other business or take up additional appointments;
- (e) an employee to use their private vehicle on official business;
- (f) approval of applications for loans to employees in accordance with the Employee Loans Policy;
- (g) applications to participate in the lease car scheme from officers travelling over 3,500 miles but less than 4,000 miles per annum on official business in cases where there is a range of similar posts carrying out similar duties and average business miles in the group of posts is 4,000 miles or more but mileage variations exist due to geographical or other factors;
- (h) in respect of participation in the lease car scheme, a higher threshold than 4,000 miles on official business per annum being applied in respect of his or her department if departmental circumstances make that necessary;
- (i) within guidelines developed by the Chief Executive, to reduce lease car user contributions by 25% or 50% within the general scheme as a recruitment and retention incentive for individual or groups of posts where labour wastage is detracting from operational efficiency on the basis that departments will meet any additional costs from within existing budgets;
- (j) to agree to the payment of a relocation allowance above the maximum figure in the relocation scheme in appropriate circumstances after consultation with the Chair of the Governance Committee and the Leaders of the other Groups.
- (k) extensions of the time limit for making claims under the Relocation Grant Scheme;
- (l) in circumstances in which the County Council could normally be expected to assume some responsibility, ex gratia payments to staff up to a maximum of £1000. Ex gratia payments above £1000 and not exceeding £10,000 may be authorised by the Chief Officer after consultation with the Chief Finance Officer and Deputy Chief Executive. (The degree of negligence on the part of the claimant will be taken into account in assessing the payment). Payments in excess of £10,000 to be authorised by the Lead Member for Resources and Climate Change;
- (m) honoraria payments for special merit up to £1000;

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- (n) honoraria payments to staff who temporarily undertake additional duties or responsibilities in accordance with the scheme for the time being in force;
 - (o) planned overtime for staff on or above Spinal Column Point 23 on the Single Status Scheme;
 - (p) the amount of sickness allowance to be discounted following an award to an employee by the Criminal Injuries Compensation Board;
 - (q) in special cases, variations in the normal repayment provisions relating to:
 - (i) training expenses where the employee leaves within two years of completing a course of study;
 - (ii) relocation expenses where the employee leaves within the period stated in the scheme in consultation with the Chief Operating Officer;
 - (r) the dismissal of unsatisfactory probationary employees;
 - (s) in special cases, salary and/or service condition protection to employees redeployed for reasons other than redundancy or re-organisation.
7. To accredit trade union representatives and safety representatives appointed by the recognised trade unions in accordance with the agreement for 'Recognition of and Facilities for Union and Safety Representatives'.
8. To authorise increases to locally agreed departmental special payments and allowances to reflect movement in the relevant cost of living / wage award as appropriate.
9. To dismiss staff in accordance with the County Council's disciplinary and other procedures.
10. (a) To grade all posts below LMG Band 1 where the skill requirement is confined to that department.
- (b) In agreement with the Chief Executive to grade all other posts in this group.
11. In relation to in-house provider posts below general manager/consultancy manager level (i) to enable an in-house provider to fulfil a contract within the terms of the tender award; or (ii) as a result of the loss of, or variation in the terms of, a contract:

- (a) to increase the number of posts within an in-house provider, provided that where the variation is beyond that set out in the business plan the Chief Operating Officer is satisfied that the revised employment costs can be met from income and that, where appropriate, the statutory rate of return can still be achieved;
- (b) to reduce the number of posts within an in-house provider, by redundancy if necessary;
- (c) to set the pay and conditions of service on which staff in the in-house providers are employed and to vary those pay rates and conditions of service.

The employment policies adopted for the in-house providers shall be followed in achieving any reductions in the number of posts or in making any variations in the pay and conditions of service on which staff are employed.

D. General

1. To sell, or dispose of, at the best price obtainable surplus vehicles, plant, stores and equipment, subject to competitive tenders being obtained wherever practical.
2. To approve plans of small buildings and other similar projects required for the purposes of the service concerned, except in the case of buildings or projects involving a major change in design policy or which are unique.
3.
 - (a) To authorise officers of their department to act as inspectors for the purpose of, or otherwise to enter premises and to enforce the provisions of, any enactment which it is the duty of the County Council to enforce.
 - (b) To authorise officers of their department to prosecute or defend or to appear on the County Council's behalf in proceedings before a Magistrates' Court, Family Proceedings Court or County Court.
4. Within any policy guidelines issued by the County Council, to provide services, supply goods or carry out works to others whether based in East Sussex or outside, subject to consultations with the Deputy Chief Executive and the Chief Operating Officer, as to compliance with any necessary legal and financial requirements.
5. To approve full applications by the County Council to funders in accordance with County Council's Corporate Funding Protocol.
6. To accept sponsorship deals involving the receipt by the County Council of sums between £10,000 and £100,000. NOTE: deals involving sums under £10,000 can be approved by the appropriate Deputy Director. Deals involving sums of over £100,000 require the approval of the Cabinet.
7. To charge for discretionary services on the basis that anyone who requires the discretionary service agrees to take it on those terms pursuant to section 93 of the Local Government Act 2003, subject to consultations with the Deputy Chief Executive and the Chief Operating Officer as to compliance with any necessary legal and financial requirements.
8. To exercise the general power of competence given to local authorities under section 1 of the Localism Act 2011.
9. To sign data sharing/processing agreements on behalf of the County Council.
10. Within their area of responsibility to make a discretionary grant to any organisation of up to and including £29,999 in any one financial year (in line with Procurement and Contract Standing Orders as set out in Part 4, (8) 1.10. Procurement Type Summary Tables) where there is no competitive process. In line with Procurement, discretionary grants over £29,999 should be subject to a competitive process as per the Corporate

Funding Protocol. For grants that are passported (i.e. grant is received by the Council and passed on to local organisations) without a competitive process normal Departmental Delegations apply.