

Document Control

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Revision History:

Version	Author	Details	Approver
Version 1	Pia Bateman	<p>Following ESC recommendation in June 2023, taking into consideration the election of Local Authority representatives, for the AGM of the Full Authority to be undertaken in September annually (from 2024 onwards) and subsequently the AGM of the TAC to be undertaken in November annually (from 2024).</p> <p>To replace 'Business Services Manager' (BSM) with Office Manager (OM).</p>	<i>ESC: September 2023, with subsequent recommendations to the Authority in September 2023</i>

SOUTHERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

STANDING ORDERS 2022

INTRODUCTION

These Standing Orders are made for the regulation of the meetings, proceedings and business of the Southern Inshore Fisheries & Conservation Authority pursuant to and in accordance with The Southern Inshore Fisheries & Conservation Order 2010 No. 2198 ('Southern IFCA Order 2010').

INTERPRETATION

(1) In these Standing Orders:

- a) 'Additional Member' shall mean a person appointed by either the Environment Agency or Natural England as defined under paragraph (5, 2c) Southern IFCA Order 2010.
- b) 'Authority Meeting' means a committee meeting of the full membership of the Authority.
- c) 'Office Manager' means the person appointed as head of Administration, Human Resources and Finance.
- d) 'Chairman' and 'Vice Chairman' means the Members appointed in accordance with paragraph 7 of the Southern IFCA Order 2010 and paragraphs (12) and (13) of this Standing Order.
- e) 'Chief Officer' means the person appointed by the Authority as the head of paid service as designated under Section 4(1) of The Local Authorities (Standing Orders) Regulations 1993.
- f) 'Council Member' means a person elected as a councillor and appointed to the Authority by a local authority as defined under paragraph (5, 2a) Southern IFCA Order 2010.
- g) 'District' means the Southern Inshore Fisheries and Conservation District as defined in paragraph (3) of Southern IFCA Order 2010.
- h) 'Designated Independent Person' means a person appointed in accordance with paragraph (3) of The Local Authorities (Standing Orders) 1993 Regulations.
- i) 'General Member' means a person appointed by the Marine Management Organisation (MMO) and includes at least one employee of the MMO as defined under paragraph (5, 2b) Southern IFCA Order 2010.
- j) 'Record' shall include still photography, video, audio, streaming and broadcasting. 'Record' and 'recording' shall be construed in the same way.

- k) 'The Authority' means Southern Inshore Fisheries and Conservation Authority as defined in paragraph (2) and (4) of the Southern IFCA Order 2010.

SECTION 1: THE AUTHORITY MEETING

- (2) The quarterly meetings of The Authority shall be held in the months of March, June, September and December.
- (3) The quarterly meeting in September (beginning 2024) shall incorporate the Annual General Meeting (AGM).

MEMBERSHIP OF THE AUTHORITY

- (4) The Authority is a Joint Committee comprising 21 members as determined in paragraph (5) of the Southern IFCA Order 2010.
- (5) Local Authorities may appoint a deputy if their Council Member appointee is unavailable for a meeting and the deputy shall have a vote.
- (6) General Members (except for the Member representing the MMO) are not permitted to send a deputy to a meeting as they have been appointed to the committee for their individual expertise, rather than as a representative of an organisation.
- (7) Additional Members and the Member representing the MMO may send a deputy if they are unable to attend and the deputy shall have a vote.
- (8) Persons who have specific experience and knowledge pertinent to discussions or decisions can be invited to join a meeting at the discretion of the Chairman and may be invited to speak at meetings but will have no vote. Alternatively, they may attend committee meetings as a member of the public.

QUORUM

- (9) Business shall not be transacted unless at least 6 Members of The Authority are present, at least one of those a Council Member and at least one of those a General Member in accordance with paragraph (13) of the Southern IFCA Order 2010.

LOCATION

- (10) The meetings of The Authority shall be held at venues throughout the District and commence at such times as The Authority shall determine. The Chief Officer in consultation with the Chairman of the Authority shall have authority to change the time and date of any meeting if, in their opinion, such change is necessary for the convenient and/or efficient dispatch of Authority business.

ORDER OF BUSINESS

- (11) With exception as per paragraphs (13-16), the order of business at every meeting shall be:

- a) to elect a person to preside, if the Chairman and Vice Chairman are absent.
 - b) welcome (if public or guest speakers/witnesses in room).
 - c) emergency evacuation procedures.
 - d) to receive apologies for absence.
 - e) to invite Members to make a declaration of interest in agenda items.
 - f) Chairman announcements, to deal with any correspondence, communications or any other business specially brought forward by the Chairman.
 - g) to confirm the minutes of the previous meeting.
 - h) to receive the draft minutes of standing Sub-Committees.
 - i) to receive any progress reports.
 - j) to consider any items for decision
 - k) to consider items for information
 - l) to consider any other business, if specified in the agenda.
 - m) to consider the date of the next meeting.
- (12) The Chairman may vary the order of business specified in the agenda to give precedence to any matter.

ELECTION OF CHAIR

- (13) In accordance with paragraph (7,3) of Southern IFCA Order 2010, The election of Chair shall be the first business transacted at the AGM.
- a) Nominations for Chairman shall be made in writing or by email to the Chief Officer by 1200 (midday) on the Monday preceding the AGM.
 - b) The Chief Officer will take the chair to conduct the election and will facilitate the appointment of a Member who is not standing for the office of Chairman, to chair the meeting for this item of business; this will ordinarily be the role of the Vice Chairman of the preceding year.
 - c) For a nomination to be considered it must be seconded at the meeting.
 - d) Where there are more than two persons nominated for a vacancy and the election does not result in a majority of votes given in favour of one person, the name of the person having the least number of votes shall be struck off the list and a further election held, and so on, until a majority of votes is given in favour of one person

- e) In the event of an equality of votes between two candidates, the Member presiding at the meeting shall have a second or casting vote.
- f) The Chief Officer shall be responsible for scrutinising the election process.

ELECTION OF VICE CHAIR

- (14) The election of Vice Chairman shall follow appointment of the Chairman at the AGM before proceeding to any other business.
 - a) Nominations for the Vice Chairman will be invited by the Chairman and follow the process outlined in paragraph (13, c-f)

APPOINTMENT OF MEMBERS TO SUB-COMMITTEES

- (15) The appointment of two or more Council Members to sit on the Executive Sub-Committee will be conducted by the Chairman.
- (16) The appointment of three or more Council Members to sit on the Audit and Governance Sub-Committee will be conducted by the Chairman.

SPECIAL MEETINGS

- (17) The Chief Officer shall, either upon the request of the Chairman or, upon request in writing signed by at least six Members of The Authority, summon a Special Meeting of The Authority.
 - a) If, following a period of three working days, the Chief Officer fails to comply with such a request, the Chair or six members may summon such a meeting.

SECTION 2: SUB-COMMITTEES OF THE AUTHORITY

- (18) The standing Sub-Committees of the Authority are the Executive Committee ('Executive'), the Technical Advisory Committee ('TAC'), the Audit and Governance Committee ('AGC') and the Emergency Byelaw Committee ('EBC').
- (19) The Authority may:
 - a) establish any Sub-Committee it deems appropriate for the proper discharge of the Authority's functions.
 - b) amend the membership or terms of reference of any Sub-Committee.
 - c) make provision to limit the term of office of any person serving on any Sub-Committee.
 - d) at any time, delegate additional powers to any Sub-Committee to cover specific matters particularly when time is a critical factor:

- i. Such delegation must be for a clearly defined purpose and may be time limited.
- e) dissolve any Sub-Committee.
- (20) The Chief Officer shall, upon the request of either the Chairman of a Sub-Committee or upon request in writing signed by at least three members of a Sub-Committee, summon a Special Meeting of a Sub-Committee at any time.
 - a) If, following a period of three working days, the Chief Officer fails to comply with such a request, the Chairman or three members may summon such a meeting.
- (21) The Chairman of the Authority is ex officio to any Sub-Committee.

THE EXECUTIVE COMMITTEE

- (22) The quarterly meeting of the Executive shall be held in the months of March, June, September and December.
- (23) The Executive shall comprise the Chairman and Vice Chairman of the Authority (both to retain chair function for the Executive), the Chairman and Vice Chairman of the TAC and two or more Council Members as determined at The Authority AGM in line with paragraph (15).
- (24) Business shall not be transacted unless at least 4 members of the Executive are present.
- (25) Members of the Executive may meet in person or virtually.
- (26) The Executive will make recommendations to The Authority on the following matters:
 - a) Those relating to The Authority's budget and finances.
 - b) To consider any proposals for the purchase of new capital equipment.
 - c) To consider any subject matter not dealt with by any of the other Sub-Committee.
 - d) To consider any outcomes of formal public consultations, following the making of statutory interventions.
- (27) The following powers are delegated to the Executive:
 - a) To consider matters of health and safety.
 - b) To consider matters relating to risk management.
 - c) To consider matters relating to the attendance and conduct of members.
 - d) The Executive shall ensure that there is always a person appointed as Chief Officer with responsibility for the execution, maintenance and co-ordination of the Authority's duties, functions and responsibilities. Where a vacancy occurs in the office of Chief Officer, the Executive shall appoint an officer to act as Chief Officer until the position is filled in accordance with Schedule 1.

- e) To consider matters relating to the selection and appointment of the Chief Officer, a Deputy Chief Officer and the Authority's Internal Auditor.
- f) To act in formal disciplinary and grievance proceedings, in accordance with policy for matters concerning employees and/or Members.
- g) To make decisions on staff pay and conditions.

THE TECHNICAL ADVISORY COMMITTEE

- (28) The quarterly meeting of the TAC shall be held in the months of February, May, August and November.
- (29) The AGM of the TAC shall be held in November (starting 2024).
- (30) The TAC shall comprise all General Members and all Additional Members.
- (31) The election of the Chairman and Vice Chairman shall be the first business transacted at the AGM in line with paragraphs (13 and 14).
- (32) Business shall not be transacted unless at least 5 members of the TAC are present.
- (33) The Order of Business shall be in line with paragraphs (11) and (12)
- (34) Members of the TAC may meet in person or virtually, subject to paragraph (34, a)
 - a) Meetings must be held in person if matters for decision fall under delegated powers in accordance with paragraph (36).
- (35) The TAC will consider the following in order to make recommendations to the Authority or other Sub Committee for the purposes of fisheries and marine conservation management throughout the District:
 - a) Any proposed introductions of statutory or non-statutory management interventions, with the exception of Emergency Byelaws, as defined in paragraph (157) of the Marine and Coastal Access Act, these will be considered by the EBC.
 - b) Any proposed introduction of fisheries management policy.
 - c) Any outcomes of formal public consultations following the making of statutory interventions.
 - d) Any other matter, except for any matters dealt with by any other Sub-Committee.
- (36) The following powers are delegated to the TAC for the purposes of fisheries and marine conservation management throughout the District:
 - a) To consider and approve any proposed changes to existing voluntary measures.

- b) To consider and approve proposed changes to existing permit conditions, permit fees and limitations on permit numbers in accordance with the review procedures set out in the relevant permit byelaw.
- c) To consider and approve any proposed changes to any existing fisheries management policy.
- d) To consider and approve any matter relevant to any IFCA managed Several Orders.

THE AUDIT AND GOVERNANCE COMMITTEE

- (37) The quarterly meeting of the AGC shall be held in the months of March, June, September and December.
- (38) The AGC shall comprise three or more Council Members as determined in line with paragraph (16).
- (39) The Chairman of the Authority is authorised to appoint a substitute should any Council Member be unable to attend any particular meeting.
 - a) The Chairman may delegate this responsibility to the Chief Officer.
- (40) Business shall not be transacted unless at least 3 members of the AGC are present.
- (41) Members of the ACG may meet in person or virtually.
- (42) The ACG will meet to consider matters relating to the budget and finance.

THE EMERGENCY BYELAW COMMITTEE

- (43) The EBC shall meet as required.
- (44) The EBC shall comprise the Chairman or Vice Chairman of the Authority, the Chairman or Vice Chairman of the TAC and at least 3 members of the TAC.
- (45) Business shall not be transacted unless at least 5 members of the EBC are present.
- (46) Members of the EBC may meet in person or virtually.
- (47) The EBC will meet to consider matters relating to paragraph (157) of the Marine and Coastal Access Act, 2009.

SECTION 3: MATTERS RELEVANT TO THE MEETINGS OF THE AUTHORITY AND SUB-COMMITTEES

AGENDAS

- (48) Agendas are to be sent to each Member at least five clear working days before the meeting of the Authority and Sub Committees, with the exception of the EBC as per paragraph (48,a).

a) The agenda for the EBC will be sent to each Member prior to the meeting.

MINUTES

- (49) Minutes shall be taken by the Office Manager (oM) or another nominated officer.
- (50) An audio recording may be taken to assist in accurate recording of minutes and will be deleted following transcription.
- (51) As soon as the minutes have been read, or taken as read, the Chairman shall put the question that the minutes be signed as a correct record; no discussion shall take place on the minutes except upon their accuracy. If no such question is raised, or if it is raised, then as soon as it has been disposed of, the Chairman shall sign the minutes.
- (52) Declaration of interests by Members shall be recorded in the minutes.
- (53) Amendments to motions are to be recorded verbatim in the minutes.
- (54) A record of voting procedure is to be recorded in the minutes to specify general consent or those voting for, against and abstain.

PUBLIC ACCESS

- (55) The Authority and the TAC shall be open to the public except in the circumstances prescribed in Schedule 12A of the Local Government Act 1972.
- (56) Members of the public may not make comments or ask questions at the meeting, unless invited to do so by the Chairman.
- (57) If a member of the public interrupts the proceedings of a meeting the Chairman shall warn them. If they continue, the Chair shall request that they leave the meeting.
- (58) In the case of general disturbance in the part of the meeting open to the public, the Chairman shall order that part to be cleared.
- (59) All items where the public shall be excluded from the meeting shall be grouped at the end of the agenda and the agenda shall indicate that the public are to be excluded from the meeting during these items. Exemption categories are listed under Schedule 12A of the Local Government Act 1972.

PUBLIC PARTICIPATION

- (60) Any member of the public may request to ask a public question, request that a statement be read, or present a petition at The Authority meeting or TAC, if it is in relation to any item on the relevant agenda which has not been considered previously by The Authority, Sub-Committee or Chief Officer.

- (61) The member of public must inform the Chief Officer by 1200 (midday) on the Monday prior to the commencement of the relevant meeting, providing an overview of the content of the question, statement, or petition. In doing so they must identify the relevant agenda item.
- a) The Chief Officer shall inform the Chairman presiding at the meeting, before the commencement of that meeting, of all question(s), statements or petitions notified by any member of the public.
 - b) Public speaking at an Authority meeting or TAC shall be at the discretion of the relevant Chairman in discussion with the Chief Officer.
 - c) If it is decided not to put the matter to the relevant meeting, the Chief Officer will ensure that a prompt written response is sent to the member of public concerned.
- (62) The Chairman will invite those members of the public who have given prior notice to speak in the following order after the presentation of the relevant agenda item:
- a) Each individual for up to five minutes each, or longer at the Chairman's discretion.
 - b) Where there are a number of individual speakers who, in the opinion of the Chairman appear to be concerned with the same subject matter, the Chairman may ask those concerned to nominate a spokesperson.
- (63) The total time allowed for public questions, statements and petitions at any meeting under these Standing Orders shall not normally exceed 20 minutes, unless the Chairman directs otherwise.
- (64) The Chairman may allow a supplementary question wherever reasonable and appropriate, or in exceptional circumstances the Chairman may adjourn the meeting to allow views to be expressed more freely.
- (65) Any questions posed may be answered at that time without debate by provision of a written response from the Chief Officer following the conclusion of the meeting.

RULES OF DEBATE

- (66) In dealing with the majority of the Authority's business the respective Chairman of the Authority and Sub-Committees shall adopt an informal style of debate. This shall be at the absolute discretion of the relevant Chairman.

NOTICE OF MOTIONS

- (67) Any notice of motion shall be made in writing or by email to the Chief Officer and signed by the relevant Member, at least ten clear working days prior to the meeting where it is intended for inclusion. The Chief Officer shall arrange for its inclusion in the relevant agenda of The Authority or Sub-Committee.
- (68) Every notice of motion shall be open to inspection by every Member of The Authority.
- (69) Every notice of motion shall be relevant to some power or duty of The Authority.

- (70) No motion to rescind any recommendation passed by The Authority or Sub-Committee within the preceding six months, and no motion or amendment to the same effect as one which has been rejected within the preceding six months, shall be moved unless the notice bears the names of at least six Members.
- (71) Notices of motion shall be dealt with in the order in which they have been received.

AMENDMENTS TO MOTIONS

- (72) Where a motion remains under debate, the Chairman shall invite an amendment from a proposer and seconder. This amendment must then be voted on:
- a) If the motion is approved, then the amendment will then become the substantive motion.
 - b) If the motion falls, then the debate will revert to the original motion. Further amendments may then be received from a proposer and seconder.

VOTING PROCEDURE FOR NON-BUDGETARY MOTIONS

- (73) The Chairman shall have discretion to ask the meeting to indicate its agreement to a motion by general consent or by a show of hands indicating 'for', 'against', and 'abstain'.
- a) If any Member requests a recorded vote, then the Chairman will ask the minute taker to request and record the voting intention of each Member in turn.
- (74) On the Chairman putting the motion to vote, no further discussion on it shall take place.
- (75) In the case of an equality of votes, the person presiding at a meeting shall have a second or casting vote, as prescribed in paragraph 39(2) of The Local Government Act 1972.
- (76) If there is more than one recommendation, then these will be voted on in order.

VOTING PROCEDURE FOR BUDGETARY MOTIONS

- (77) At the meeting where the budget of The Authority is set for the forthcoming financial year, all Members of The Authority may discuss the budgetary options presented. The Council Members will then vote on the budgetary motion.

POINTS OF ORDER

- (78) A Member may raise a point of order relating to a breach of a Standing Order and shall be entitled to be heard forthwith.
- a) The Member shall specify the Standing Order and the way in which they consider it has been breached.
- (79) The ruling of the Chairman on a point of order or on the admissibility of a personal explanation shall not be open to discussion.

DISCHARGE OF FUNCTIONS

- (80) Without prejudice to any directions of The Authority or any statutory provision to the contrary, The Authority or Sub-Committee may authorise the Chief Officer, either generally or in respect of any particular matter, with any of the powers and duties which have been referred to that Authority or Sub-Committee.
- (81) Officers employed by The Authority are authorised to respond on behalf of The Authority and report, where necessary to The Authority on such responses.

SECTION 4: ADVISORY PANELS OF THE AUTHORITY

- (82) The Authority may:
 - a) establish any Advisory Panel or other group it deems appropriate for the proper discharge of the Authority's functions.
 - b) dissolve any Advisory Panel.
 - c) amend the membership or terms of reference of any Advisory Panel.
 - d) make provision to limit the term of membership of any person serving on any Advisory Panel.
- (83) Advisory Panels of The Authority shall meet as required.
- (84) Advisory Panels of The Authority may meet in person or virtually.
- (85) Advisory Panels of The Authority shall appoint a Chairman for each meeting.

THE APPEALS PANEL

- (86) The membership is to be determined by the Chairman or Vice Chairman of the Authority and the Chairman or Vice Chairman of the TAC and consist of:
 - a) a minimum of one General Member and one Council Member of the Authority who are impartial to the matters under discussion, in addition to either the Chairman of the Authority or Chairman of the TAC.
- (87) Business shall not be transacted at a meeting unless three Members are present.
- (88) The Appeals Panel shall report to the Executive (by proxy if required) on the following matters:
 - a) To consider an appeal by a member of staff or Authority Member following disciplinary proceedings.
 - b) To consider any appeal made against any decision made by The Authority or any Sub-Committee and to decide whether any such appeal should be upheld, to include but not limited to :

- i. The issuing or revocation of permits under a Southern IFCA Byelaw.
 - ii. The issuing or revocation of Several Rights with regard to any Fishery Order which falls under the Authority's management.
- (89) An appeal will only be heard if a request is received in writing stating the grounds for such an appeal, within 14 days of written confirmation of an Authority decision.

THE PERMIT BYELAW PANEL

- (90) The membership is to be determined by the Chairman of the Authority and the Chairman and Vice Chairman of the TAC and consist of:
 - a) a minimum of one General Member and one Officer of the EA, NE or MMO who are impartial to the matters under discussion, in addition to either the Chairman or Vice Chairman of the TAC.
- (91) Business shall not be transacted at a meeting unless at least three Members are present.
- (92) The Permit Byelaw Panel shall report to the TAC (by proxy if required) on the following matters:
 - a) To consider applications made in respect to permit byelaws where the case is in question.
 - b) To consider all cases where the renewal of any permit(s) or where the position of any person on a permit waiting lists is in question.
 - c) To consider any evidence which led to an activation of a control mechanism in accordance with a Southern IFCA Monitoring and Control Plan and to consider whether the fishery in question is to remain closed or re-open.

SECTION 5: GENERAL PROVISIONS WITH REGARD TO STANDING ORDERS

- (93) A copy of these Standing Orders shall be issued to each Member upon appointment, or following any update to the Standing Orders.

MEMBERS CONDUCT

- (94) Members of The Authority are required to operate within these Standing Orders.
- (95) Council Members must abide by their Councils' Code of Conduct.
- (96) General Members and Additional Members must abide by the policies and procedures contained within the Members Handbook and in accordance with The Member's Code of Conduct.

VARIATION AND REVOCATION

- (97) Any proposal to amend or revoke the Standing Orders should be submitted to the Executive for consideration, with subsequent recommendations to be taken to the next appropriate meeting of The Authority.

INTERPRETATION

- (98) The ruling of the Chairman of The Authority, Sub-Committee or Advisory Panel as to the construction or application of any of the Standing Orders, or as to any proceedings at a meeting shall be final.

SCHEDULE 1: CHIEF OFFICER

APPOINTMENT

- (99) Where the Executive proposes to appoint a Chief Officer and it is not proposed that the appointment should be made exclusively from among the existing Officers of the Authority, it shall:
- a) prepare an appropriate job description and advertisement, in line with Southern IFCAs Recruitment Policy.
 - b) undertake a sift of applications in order to shortlist applicants for interview.
 - c) appoint an interview panel consisting of at least three members of the Executive.
 - d) appoint a suitable person for the position of Chief Officer.
- (100) Where no qualified person has applied or is able to be appointed, the Executive shall make further arrangements for re-advertisement in accordance with paragraph (100).

REVIEW OF PERFORMANCE

- (101) The performance of the Chief Officer shall be managed by the Chairman of the Authority.

DISCHARGE OF FUNCTION

- (102) The Executive shall discharge the following functions to the Chief Officer, to be carried out within the financial and budgetary constraints of the Authority:
- a) to manage employment matters including establishing policy, recruitment and dismissal of staff.
 - b) to conduct internal salary reviews.
 - c) to conduct any contractual reviews.
 - d) to conduct any changes to team structure.

- (103) The Chief Officer, in consultation with the Chairman is authorised to acquire any legal support they deem necessary and initiate or defend any legal proceedings.
- (104) The Chief Officer shall issue warrants to the Authority's Officers, or Officers of partner organisations (where appropriate to the effective and efficient discharge of Authority duties), so that the Authority is able to exercise its duties under the appropriate legislations.

DISCIPLINARY ACTION

- (105) No disciplinary action (as defined in Part 1 of The Local Authorities (Standing Orders) 1993 Regulations) in respect of the Chief Officer, with the exception of paragraph (106), may be taken by the Authority or Sub-Committee or any other person acting on their behalf, other than in accordance with a recommendation in a report made by a Designated Independent Person.
- (106) The Chief Officer may be suspended for the purpose of investigating any alleged misconduct. Any such suspension shall be on full pay and terminate no later than the expiry of two months beginning on the day on which the suspension takes effect.

INVESTIGATION OF ALLEGED MISCONDUCT

- (107) Where a complaint of misconduct involving the Chief Officer requires investigation, the Executive shall appoint a Designated Independent Person either in agreement with Chief Officer or, in default of such agreement, appointed by a Local Authority.
- (108) No further disciplinary actions against the Chief Officer, other than steps taken in the presence, or with the agreement of, the Designated Independent Person, are to be taken before a report is made under paragraph (110).
- (109) The Designated Independent Person may:
- a) inspect any documents relating to the conduct of the Chief Officer which are in the possession of the Authority, or which the Authority has power to authorise them to inspect.
 - b) require the Chief Officer or any officer of the Authority or Member of the Authority to answer questions concerning the conduct of the Chief Officer.
- (110) Following conclusion of an Investigation the Designated Independent Person will make a report to Members of the Executive to include:
- a) whether the evidence obtained supports any allegation of misconduct against the Chief Officer, and
 - b) suggested recommendations for any of the following actions:
 - i. that the Executive reinstate the Chief Officer to office.
 - ii. that the Executive extend the suspension beyond two months for a period not to exceed 6 months, for further investigations to be conducted.

- iii. that the Executive dismiss the Chief Officer in accordance with notice period outlined in the section titled 'Termination of Employment' contained within the Chief Officer Contract of Employment.
 - iv. That the Executive dismiss the Chief Officer in circumstances of gross misconduct and in line with the section titled 'Termination of Employment' contained within the Chief Officer Contract of Employment.
- (111) The Designated Independent Person shall, no later than the time at which they make their report under paragraph (110), send a copy of the report to the Chief Officer.
- (112) The Authority shall pay the remuneration of the Designated Independent Person, and reimburse any costs and expenses incurred by them in connection with the discharge of their functions.