

Substitutions

The system for substitutions to the Children's Services Joint Negotiation and Consultative Committee (CSJNCC) be as follows:

- (a) That the member who cannot attend be required to identify a substitute and notify Democratic Services of that substitution by no later than the start of the meeting.
- (b) A CSJNCC member may be substituted at a meeting by another elected/union member (as appropriate), but the substitute must not already be on the CSJNCC.
- (c) That the substitute may be drawn from:

Employer Side:

- the membership of any political Group represented on the Council

Employee Side:

- any of the Unions which are entitled to appoint representatives to CSJNCC.

- (d) The Chair(s) may only be substituted by other members of the CSJNCC.