

EMPLOYMENT APPEALS COMMITTEE

Meeting: 16 December 2005

At: 1.30 pm

PRESENT

Councillors Chris Baker, Anne Graham and June Somekh

1. ELECTION OF CHAIR

RESOLVED - That Councillor Chris Baker be elected Chair for the duration of this meeting.

Councillor Chris Baker in the Chair

2. MINUTES

The minutes (copies of which had been circulated) of the meetings held on 5 December 2005 were approved as a correct record and signed by the Chair.

3. DECLARATIONS OF INTEREST

No declarations were made.

4. PUBLIC QUESTION TIME

No public questions were submitted.

5. EXCLUSION OF THE PUBLIC

RESOLVED - That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee or a particular office holder, former office holder or an applicant to become an office holder under the Council, the public be excluded from the meeting during consideration of agenda item 5 (See Minute 6 below).

Item not for publication

6. APPEAL A219

The Committee considered two grievance appeals from an employee of the Adults & Communities Directorate. The employee and her friend attended the meeting and presented her case.

It was then

RESOLVED - (1) That with regard to the first grievance the Committee found that the meeting of 3 May 2005 was a routine meeting with the intention of providing relevant information, and that there was no reason for Management to have handled the meeting in any other way. The Committee accepts that the apology subsequently provided by Management was an appropriate response to the upset that resulted

from that meeting.

(2) With regard to the second grievance the Committee recognised that Management needed to bring about changes to the Service, and that the necessary consultation and communication with all staff in the Service did take place; although the Committee considered that communication with the Appellant would have been more effective had the decision been confirmed in writing.

The Committee considered that impact of the change in environmental factors had not been fully recognised by either party, and the Appellant's understandable reluctance to disclose the full extent of the nature of her disability contributed to the failure of Management to fully recognise the scale of the impact upon the Appellant of any likely changes.

It was considered that in the circumstances, the retention of a post at the Dialstone Centre for the Appellant would not have been a reasonable adjustment. However, it was accepted that redeployment would be a reasonable adjustment, and the Committee expressed its hope that the current redeployment opportunity worked and resolved the ongoing issues.

The meeting closed at 4.10 pm.

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