

EMPLOYMENT APPEALS COMMITTEE

Meeting: 2 March 2009

At: 1.00 pm

PRESENT

Councillors Christine Corris (Chair) in the Chair; Councillors Tom Grundy and Brian Millard.

1. MINUTES

The minutes (copies of which had been circulated) of the meeting held on 15 and 22 January 2009 were approved as a correct record and signed by the chair.

2. DECLARATIONS OF INTEREST

Councillors and officers were invited to declare any interests which they had in any items on the agenda for the meeting.

The following interest was declared:-

Personal Interest:-

Officer

Interest

Chris Braithwaite

Item 5 as a close colleague of the appellant.

3. PUBLIC QUESTION TIME

No public questions were submitted.

4. EXCLUSION OF THE PUBLIC

RESOLVED - That the public be excluded from the meeting during consideration of agenda item 5 (Minute 5 below refers) to prevent the disclosure of information relating to an individual. It would not, on balance, be in the public interest to disclose this information to the public because disclosure of the personal information would not be fair to the appellant and therefore be in breach of Data Protection.

Item not for publication

5. APPEAL A238

The Committee considered a grievance appeal from an employee of the Chief Executive's Directorate. The appellant and her representative attended the meeting and presented her case.

It was then

RESOLVED – That having listened carefully to all that was said at the appeal and read all the evidence presented it is clear to the Committee that information was

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disclosed by management at the meeting that the Committee believes could have been disclosed at earlier stages in this grievance. It is the view of the Committee that had this occurred that this matter may very well have been resolved at an earlier stage. The Committee are, however, satisfied that with the information that has now been disclosed that there had been no financial disadvantage to the appellant in relation to the appellant's comparator.

Management made it clear that the appellant is a highly valued employee within the Chief Executive's Directorate within her role.

Whilst the Committee recognises the appellant's concern given the initial information on the apparent grading of the appellant's comparator the Committee also appreciates management's desire to protect the comparator's personal information. However, whilst the Committee apologises for the way in which this information was provided to the appellant they do not believe that this gives them any substance to uphold the grievance. The Committee can not therefore uphold the appeal.

The Committee is concerned that there are two apparent letters at stage one of the procedure and that the appellant has only received one of these. The Committee therefore directs management to send the appellant a personal copy of the letter dated 14 November 2008 on the outcome of the stage one appeal.

The meeting closed at 1.54 pm.