

## **EMPLOYMENT APPEALS COMMITTEE**

Meeting: 9 January 2009

At: 9.30 am

PRESENT

Councillors Christine Corris (Chair) in the Chair; Councillors Brian Millard, and Philip Harding

### **1. MINUTES**

The minutes (copies of which had been circulated) of the meeting held on 25 November 2008 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 of the items on the agenda for the meeting.

The following interest was declared:-

Personal interest

Officer

Interest

Ken Wheatley

Agenda item 5 as he had been involved in the appeal against the outcome of the job evaluation of the post subject of the grievance hearing and which was referred to in the supporting papers

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### **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 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Item not for publication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 A236**

The Committee considered a grievance appeal from an employee of the Chief Executive's Department.

Before presenting his case, the officer and his representative requested that their

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concern be recorded regarding the participation of the officer from Human Resources who had been involved in the appeal process against the evaluation of the post subject of the grievance hearing.

The Chair explained that the officer was in attendance in an advisory capacity only. Whilst the Committee may seek HR or legal advice from officers present, the decisions would be taken by the members of the Committee.

After a short recess the employee and his representative agreed to the hearing continuing with the attendance of the HR representative but requested that their concerns be noted.

The employee and his representative then presented his case.

It was then

RESOLVED – (1) That as appeals against the Hay procedure are specifically excluded from the grievance procedure, the Committee cannot make any comment on the process or outcome of the job evaluation process and cannot uphold the grievance for the reasons stated in the management case.

(2) That, given the diligence of the postholder in fulfilling the duties and responsibilities of the post pending the restructure of the service, and the uniqueness of the situation, the committee believes that an acceleration of increments within the postholder's current grade is warranted and, following the secondment of the postholder's line manager, the Chief Executive be requested to accelerate the postholder's salary within established procedures within the grade.

(3) That the proposed restructure within the Chief Executive's Department following the secondment of the Assistant Chief Executive be expedited as a matter of urgency.

(4) That the Committee recognises and values the unique contribution made by Democratic Services to the smooth and efficient running of services to members of the Council.

The meeting closed at 1.10 pm.

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