

## EMPLOYMENT APPEALS COMMITTEE

Meeting: 7 March 2005

At: 9.30 am

PRESENT

Councillor Paul Carter (Chair) in the chair; Councillors Christine Corris and Joan Kidd.

### 1. MINUTES

The minutes (copies of which had been circulated) of the meetings held on 16 February 2005 were approved as correct records and signed by the Chair.

### 2. DECLARATIONS OF INTEREST

No declarations were made.

### 3. 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RESOLVED - That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee or a particular office holder, former office holder or an applicant to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 4 (Minute 4).

Item not for publication

### 4. APPEAL A210

The Committee considered a grievance appeal from an employee of Social Services. The employee and her representative attended the meeting and presented their case.

It was then

RESOLVED - (1) That the Panel accept the grievance in that there had been an inappropriate use of the Hay procedures and a denial of rights to the employee. However, the Panel did not have the competence to judge the merits of the original job evaluation or appeal or the subsequent changes to duties and responsibilities.

(2) That the Panel recommends that this matter be referred back to an independently constituted Hay evaluation or appeal panel for resolution to be held within a period of three months.

The meeting closed at 11.05 am.