

EMPLOYMENT APPEALS COMMITTEE

Meeting: 25 May 2007

At: 10.00 am

PRESENT

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

1. MINUTES

The minutes (copies of which had been circulated) of the meeting held on 6 November 2006 were approved as a correct record and signed by the chair.

2. DECLARATIONS OF INTEREST

No interests were declared.

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Item not for publication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 A227

The Committee considered a grievance appeal from an employee of the Environment & Economy Directorate. The employee and her representative attended the meeting and presented her case.

It was then

RESOLVED - The Committee do not agree that sex discrimination has been proven, but consider that there had been an inconsistency in the marking procedure during the interview, which was unrelated to the Appellant's sex, such that the Appellant should not have been marked as having two zeroes as she had already exhibited either through being short listed for interview or by her answers given at interview that she fulfilled the essential requirements of the post.

The Committee therefore determined that if this candidate had been scored appropriately on the 2 factors on which she scored zero she would have been one of the two highest scoring candidates and suitable for appointment.

Employment Appeals Committee - 25 May 2007

The Committee therefore have determined that the candidate should be appointed to a position commensurate to that applied for and paid the salary grade appropriate to the post of Strategic Network Engineer and then backdated to June 2005.

The meeting closed at 1.50 pm.

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