

EMPLOYMENT APPEALS COMMITTEE

Meeting: 17 December 2003
At: 9.30am

PRESENT

Councillor Paul Carter (Chair) in the chair; Councillor Jenny Humphreys (Vice-Chair) and Councillor Martin Miller.

1. MINUTES

The minutes (copies of which had been circulated) of the meeting held on 3 November 2003 were approved as a correct record 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RESOLVED - That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee, or a particular office holder, former office holder or an applicant to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 Item 4.

Item not for publication

4. APPEAL A202

The committee considered a grievance appeal from an employee in the Chief Executive's Services. The employee and her representative attended the meeting and presented their case.

RESOLVED - (1) That the committee accept that there had been a lack of clarity in the process.

(2) That the committee recommend that the proper job evaluation re-grading procedure should be applied and that senior management should seek the views of the customer in establishing the duties and responsibilities of the employee in this process and in deciding whether or not to support the claim.

(3) That in future, the committee recommend that the process as to who is empowered to make job offers and undertake evaluations is followed.

(4) The committee believed it is not qualified to make a decision in respect of the actual grading of the job in question.

(5) That it is appropriate for the ex-gratia payment to be made and for it to be acknowledged in any subsequent evaluation that may or may not occur.

The meeting closed at 11.20am.

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