

EMPLOYMENT APPEALS COMMITTEE

Meeting: 16 February 2005

At: 9.30 am

PRESENT

Councillor Paul Carter (Chair) in the chair; Councillors Christine Corris and Anne Graham.

1. MINUTES

The minutes (copies of which had been circulated) of the meetings held on 8 December 2004 and 20 December 2004 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RESOLVED - That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee or a particular office holder, former office holder or an applicant to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Item not for publication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 A209

The Committee considered a grievance appeal from three employees of Education Services. The employees and their representative attended the meeting and presented their case.

The Committee considered in detail the following three points:-

- The employees' request for an apology
- The employees' request for an acknowledgement of the opinion that the report was vindictive.
- The issue of monetary compensation.

RESOLVED - (1) That Scrutiny Committees do have the right to ask for information on the workings of the Council, but where sensitive issues involving individuals are concerned, these matters should be addressed with confidentiality and anonymity in circumstances such as this case.

(2) That the Committee recommends in the event of any internal investigation into a grievance by a Service within the Council, such an investigation should contain an officer from a different Service accompanied by an officer from Human Resources.

(3) That whilst the Committee accept that the manager who was ultimately responsible for the content of the report no longer worked for the Council, the Committee do not accept there was a vindictive element in the approach to the report. However, in the absence of this manager, the Committee did feel it appropriate that the Principal Officer and Line Manager involved in writing the report should write an apology for any distress the content of the report caused to the appellants.

(4) The Committee believed that management had taken appropriate steps to redress the issues raised by this grievance.

(5) That having considered the request for compensation, the Committee do not consider that monetary reimbursement is an appropriate matter for consideration by this Committee.

The meeting closed at 10.44 am.