

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 20 March 2008.

**PRESENT:** Councillor Rooney (Chair);  
Councillors J Walker and K Walker.

**OFFICIALS:** J Bennington, H Eagling and R G Long.

**\*\* ALSO IN ATTENDANCE:** Appellant, Appellant's Trade Union representative and J Wells plus their respective witnesses.

**\*\* DECLARATION OF INTERESTS**

No declarations of interest were made at this point of the meeting.

**\*\* MINUTES**

The minutes of the meeting of the Staff Appeals Committee held on 11 March 2008 were taken as read and approved as a correct record.

**\*\* EXCLUSION - PRESS - PUBLIC**

**ORDERED** that the press and public be excluded from the meeting for the whole of the business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 and that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**APPEAL – CASE REFERENCE AG/4/08**

Following introductions, the Director of Legal and Democratic Services clarified the remit of the Staff Appeals Committee and confirmed that the Committee was not in a position to carry out a job evaluation exercise. Reference was made to the Council wide procedure to undertake the job evaluation exercise including its agreed appeals mechanism.

The Appellant's Trade Union representative sought confirmation that should it be agreed that the job evaluation process had been flawed the job evaluation exercise would have to be undertaken again.

The Committee considered case reference AG/4/08, a grievance alleging unlawful deduction of wages since 1 April 2006 on the basis of:

- a) a misinterpretation of the Local Government Single Status Job Evaluation Scheme in relation to the Appellant's post;
- b) a unilateral variation in the Appellant's Terms and Conditions of Employment.

Details of the procedure to be followed for the hearing together with a statement of case, which had been prepared by the Service Area's representative and statement of case from the Appellant had previously been distributed.

The Appellant and Trade Union representative presented their case and responded to questions posed by the Service Area representative, Members of the Committee and Director of Legal and Democratic Services.

The Service Area representative presented the Council's case and called a witness all of whom responded to questions posed by the Appellant, Appellant's Trade Union representative, Members of the Committee and Director of Legal and Democratic Services.

Following the summing up of the cases, all withdrew with the exception of Members, the Director of Legal and Democratic Services, Human Resources representative and Governance Officer whilst the Committee determined the appeal.

The Appellant, Appellant's Trade Union representative, Service Area representative and witnesses returned to the meeting room for the announcement of the Committee's decision details of which would be confirmed in writing to the Appellant by the Director of Legal and Democratic Services.

**ORDERED** that having given full consideration to all of the evidence presented the appeal be not upheld.