

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 20 October 2009.

PRESENT: Councillor Biswas (Chair), Councillors P Thompson and K Walker.

OFFICIALS: J Bennington, R G Long and S Osbon.

****ALSO IN ATTENDANCE:** Appellant, Appellant's Trade Union representative and B J Glover.

**** DECLARATION OF INTERESTS**

No declarations of interest were made by any Member of the Committee at this point of the meeting.

The Appellant's Trade Union representative confirmed that it had been the original intention for the Trade Union's Regional Industrial Organiser to attend the meeting and that he had subsequently been requested to attend the meeting. He reported to the Committee that he was related to one of the Members of the Committee.

There was no objection raised and with the agreement of all parties concerned the meeting proceeded.

**** MINUTES**

The minutes of the meeting of the Staff Appeals Committee held on 29 September 2009 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 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/09/09

The Committee met to consider an appeal, case reference AG/09/09 in respect of a grievance concerning work and payment issues.

Details of the procedure to be followed for the hearing together with a statement of case, which had been prepared by the Management representative and information received from the Appellant, had been circulated to all parties concerned prior to the meeting.

Following introductions the Chair reaffirmed the procedure to be followed at the hearing.

The Appellant presented his case and together with his Trade Union representative responded to questions posed by the Management representative, Members of the Committee, Human Resources Advisor and the Director of Legal and Democratic Services.

The Management representative presented the Council's case and responded to questions posed by the Appellant, Appellant's Trade Union representative, Members of the Committee and the Director of Legal and Democratic Services.

Following the summing up of their cases, the Appellant and the Appellant's Trade Union representative, Management representative withdrew from the meeting whilst the Committee determined the appeal.

The Appellant and the Appellants' Trade Union representative, Management representative 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 both written and verbal the general grievance be not upheld but the following be agreed:-

1. That although it was acknowledged that the records for the identified periods of time during sickness and holidays may not be available the appropriate Management, Officer and Trade Union representatives consider the work undertaken by the Appellant during this time and should the criteria for the Council's policy in relation to Acting Up apply an appropriate level of remuneration be determined on the basis of a negotiated settlement.
2. That in view of the problems which had arisen in this case the Council's grievance procedure be reviewed with particular regard to the timescales of the various stages of the overall process.