

Employee Appeals Panel

A meeting of Employee Appeals Panel was held on Friday, 20th October, 2006.

Present: Cllr R Rix (Chairman), Cllr M Cherrett, Cllr I J Dalgarno, Cllr K Leonard, Cllr Mrs K F Nelson, Cllr R Rix, Cllr F G Salt and Cllr B Woodhead.

Officers: M Batty (DNS), L Donald (HR), G Small (DNS), B Webster (HR), D McGuire (HR Advisor to Panel), A McNamee (Legal Advisor to the Panel).

Also in attendance: TB (Appellant); J McDade (Unison), L Bell (HR Observer).

Apologies: Cllr Patterson and Cllr Mrs Robinson.

1125 Declarations of Interest

There were no interests declared.

1126 Exclusion of the Public

RESOLVED that under Section 100A(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

1127 Grievance Appeal

The Chairman introduced the Panel Members to the Appellant, their representative and the management side representatives.

The Management side were then invited to present their case which was supported by documentation circulated to the Panel and the Appellant. Questions were then invited from the Appellant and their representative and elected Members of the Panel.

The Appellant supported by their trade union representative, then outlined the case for appeal, which was also supported by documentation already circulated to the Appeal Panel and management, which was then followed by questions from the management representative and then Members.

RESOLVED that additional information was required before the Panel could make a decision on the specific points of Appeal. The hearing was adjourned to a date to be arranged pending the provision of additional information to be circulated to the Appellant, Management and Elected Members.

A reconvened meeting of the Employee Appeals Panel was held on Thursday 29th March 2007.

Present: Cllr R Rix (Chairman), Cllr M Cherrett, Cllr K Leonard, Cllr Mrs K Nelson and Cllr W Woodhead.

Officers: M Batty (DNS), L Donald (HR), G Small (DNS), B Webster (HR), M Stowe (LD) D McGuire (HR Advisor to Panel), A McNamee (Legal Advisor to the Panel).

Also in Attendance: TB (Appellant); J McDade (Unison), L Bell (HR Observer), R Boyers (Legal Observer)

An apology for absence was submitted on behalf of Cllr Dalgarno.

The Chairman introduced the Panel Members to the Appellant, her representative and the Management side representatives.

The Chairman explained the procedure for the reconvened hearing subject to the agreement of the parties.

It was noted that the Panel had already heard the Appellant's side and Management's side at the part-heard Appeal hearing on Thursday 20th October 2006. The Appellant and Management were happy to proceed on the basis that the additional information requested by Members on Thursday 20th October 2006 be presented to the Panel and for questions to be invited from the Appellant, Management and Elected Members.

The Management and the Appellant then made closing submissions.

RESOLVED that after detailed and careful consideration of the Grievance, the Panel resolved that:-

1. Point 1 of the grievance was not upheld. Any outstanding monies accrued prior to TB's redundancy on 31 March 2007 and owed to TB would be paid (if TB has not already been paid);
2. Points 2-6 of the grievance and all remaining elements therein were not upheld.