

ITEM 7

EMPLOYMENT APPEALS SUB-COMMITTEE

HELD:

11 APRIL 2008

Start:

10.00am

Finish:

11.30am

PRESENT:

Councillors: Swiffen (Chairman) Kay
Forshaw M. Pendleton
Jones

Officers: Legal Services Manager
Human Resources Manager
Member Services Officer (JAJ)

Parties to the Appeal: Management Representatives:-
- Executive Manager Housing and Property Maintenance Services
- Programmed Works Manager

Management Adviser
- Assistant Human Resources Manager

Appellant – Employee Payroll Reference 000252

1. APOLOGIES

There were no apologies for absence received.

2 MEMBERSHIP OF THE COMMITTEE

There were no changes to the membership of the Committee.

3 URGENT BUSINESS, IF ANY, INTRODUCED BY THE CHAIRMAN

There were no urgent items of business.

4 DECLARATIONS OF INTEREST

There were no declarations of interest.

5 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following items of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph(s) 1,2 and 5 of Part 1 of Schedule 12A of that Act and as, in all the circumstances of the case the public interest in maintaining the exemption under Schedule 12A outweighs the public interest in disclosing the information.

6 APPEAL AGAINST REGRADING – EMPLOYEE/PAYROLL REF. 000252

The Chairman welcomed both parties to the meeting.

Members were advised that the Sub-Committee was to consider an appeal by an employee of the Council against a decision taken by his Manager in relation to an application for his post to be regraded.

Before proceeding to hear and determine the appeal Members noted the advice circulated prior to the meeting in relation to the role of the Sub-Committee in such a case and to the procedure to be followed as contained on pages 215 to 216 of the Book of Reports, and papers relating to the appeal contained on pages 217 to 244 of the Book of Reports.

In considering the appeal the Sub- Committee had before it the following documents:

- A the Appellants' statement of case including details of the history/background to the case, the alleged increase in duties and responsibilities, and the applicants' reasons why the appeal should be upheld.
- B the Management's statement of case containing details of the history of the case being considered, the response to the alleged increases in duties and responsibilities and Management's reasons why the appeal should be dismissed.

The Sub-Committee, in accordance with the procedural notes circulated prior to the meeting and noted at its commencement, then heard the following aspect of the appeal.

- i) an oral submission by and/on behalf of the appellant;
- ii) an oral submission by the Management representative;
- iii) questions put by members to each party and from each party to other;
- iv) a summing up by the Management representative and the appellant.

During the hearing the employee represented himself. The Management were represented by the Executive Manager Housing and Property Services and Programmed Works Manager and was assisted by the Assistant Human Resources Manager.

Following the conclusion of the summing up, both parties, together with their representatives, withdrew from the room and the Sub-Committee gave consideration to their decision.

After the two sides had been advised of the Sub-Committee's decision, the Chairman indicated that the decision would be confirmed in writing, by the Human Resources Manager as soon as possible following the meeting.

RESOLVED

That the Sub-Committee recognises the worth of employee no. 000252. However, after giving due consideration to the presentations by management and employee no. 000252, the Sub-Committee have concluded that there has been no substantial increase in duties and responsibilities beyond the present grade of the post SO1. Accordingly the Appeal is declined.

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-CHAIRMAN-