

**EMPLOYMENT APPEALS SUB-COMMITTEE HELD: 22 DECEMBER 2005**

Start: 1.00pm

Finish: 3.45pm

**RECONVENED MEETING OF THE 20TH DECEMBER 2005**

**PRESENT:**

Councillors            Mrs. Taylor (Chairman)            Carson  
                                 Forshaw                                    M. Pendleton  
                                 Swiffen

Officers:                Assistant Solicitor (JB)  
                                 Human Resources Consultant (HT)  
                                 Member Services Officer (JAJ)

**8. GRIEVANCE HEARING IN RESPECT OF EMPLOYEE/PAYROLL REFERENCE**

**003367**

The Sub-Committee gave careful consideration to the appeal and to the evidence submitted by each party, together with the additional letter submitted by the Executive Manager Housing Services which was circulated to the parties. In considering Council Policy and all the facts it found that there was sufficient evidence that the Appellant had not been discriminated against and therefore dismissed the appeal.

**RESOLVED:**                                    (A) That the appeal is dismissed and the decision of  
**(UNANIMOUSLY)**                                    the Executive Manager Housing Services be upheld.

(B) That whilst the Sub-Committee were satisfied that officers had followed Council procedures current at the time, with the result that no discrimination had taken place against the employee, the following recommendations be made:-

(a) That all Divisional newsletters should be available via the intranet;

(b) That a review of training in recruitment, selection and equalities issues should be undertaken to ensure that Managers on interviewing panels have received recent training in those areas;

(c) That the Human Resources Manager should review the current practice with regard to positive action in relation to recruitment and training and report as appropriate.

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-CHAIRMAN-