

Recommendations from Personnel Appeals Committee held on 17 June 2013

Page 3 - Membership of the Personnel Appeals Committee

RECOMMENDED

33.1 That, the County Council approve that membership of the Personnel Appeals Committee be changed so that members of Trade Unions no longer serve as members of the Committee when it sits as a pay board or to hear grievance appeals from staff.

33.2 That, the County Council approve that the role of hearing and determining grievance appeals be delegated to the Chief Executive or a Director after consultation with one elected member of the Personnel Appeals Committee and one Trade Union representative drawn from any one of the recognised Trade Union and that these arrangements be reviewed in twelve months.

33.3 That, the County Council approve that the role of hearing and determining end of employment appeals be delegated to the Chief Executive or a Director after consultation with two elected members of the Personnel Appeals Committee.

Reason for Recommendation

34. In order to comply with the law and to test a more proportionate approach to hearing and determining appeals.

(Note: The Standards and Governance Committee at their meeting on 8 July 2013 supported this recommendation.)