

Recommendation from the Staffing Committee – 17 June 2013

Membership of the Personnel Appeals Committee (Paragraphs 3, 4 & 5)

69.1 The Committee considered a joint exempt report by the Monitoring Officer and the Director for Corporate Resources on changes necessary to ensure the County Council complied with the law in regards to the composition of the Personnel Appeals Committee (PAC).

69.2 The report also addressed a request by the PAC, at its meeting on 28 May 2012 to explore revisions to employment processes so as to enable both grievance and end of employment appeals to be heard by the appropriate Director after consultation with members of the PAC.

69.3 Members gave their general support for the recommendations in the report, but expressed the view that the presumption should be that the Chief Executive or Director should make a determination after consultation with the Chairman of the PAC. In his absence, consultation should be made with an alternative member of the PAC.

69.4 Members supported the suggested approach but asked that a report on the new arrangements be provided after twelve months.

RECOMMENDED

70. That the County Council approve that:
- i. the membership of the Personnel Appeals Committee (PAC) 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;
 - ii. the role of hearing and determining grievance appeals be delegated to the Chief Executive or a Director after consultation with the Chairman of the Personnel Appeals Committee (or in his absence, one member of the Personnel Appeals Committee), and one trade union representative drawn from any one of the recognised trade unions;
 - iii. the role of hearing and determining end of employment appeals be delegated to the Chief Executive or a Director, after consultation with the Chairman of the Personnel Appeals Committee (or in his absence, one member of the Personnel Appeals Committee) and a further member of the Personnel Appeals Committee; and
 - iv. a further report be provided for the Committee after the new arrangements have been in place for twelve months.