



Rutland County Council

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Minutes of a Meeting of the **EMPLOYMENT AND APPEALS COMMITTEE** held in the Council Chamber, Catmose, Oakham, Rutland on **Monday 7 July 2008** at 7.00pm

PRESENT: Mr G Plews - Vice Chairman – in the Chair
Mr P D Ind
Mr H E G Rees
Mrs E J Rodger
Mr B W Roper

OFFICERS G Pook Head of Legal and Democratic Services
PRESENT: A Moran Head of Human Resources

APOLOGIES: Mr T C Ellis and Mrs L Marsh

182 DECLARATIONS OF INTEREST

In accordance with the Regulations, Members were invited to declare any personal or prejudicial interests they might have and the nature of those interests in respect of items on the Agenda and/or indicate if Section 106 of the Local Government Finance Act 1992 applied to them. No such declarations were received.

183 MINUTES

RESOLVED

That the Minutes of the Employment and Appeals Committee held on 19 June 2006, copies of which had been previously circulated, be approved and signed by the Chairman as a correct record.

184 PETITIONS, DEPUTATIONS AND QUESTIONS

No petitions, deputations or questions from members of the public had been received.

185 MEMBERSHIP OF THE EMPLOYMENT AND APPEALS COMMITTEE

Members noted that the following members were appointed to the Employment and Appeals Committee at the Annual Meeting of the Council on 12 May 2008:-

Mr T C Ellis (Chairman)	Mr H E G Rees
Mr G Plews (Vice Chairman)	Mrs E J Rodger
Mr P D Ind	Mr B W Roper
Mrs L Marsh	

186 MEETINGS OF THE EMPLOYMENT AND APPEALS COMMITTEE

Members noted that at the Annual Meeting of the Council held on 12 May 2008, it was agreed that the Committee would meet at 7.00pm on 7 July 2008.

It was noted also that there was no reason why the Committee could not meet more often than once per year if its work would benefit.

187 EXCLUSION OF PUBLIC AND PRESS

RESOLVED

- (1) That the public and press be excluded from the meeting for the following item of business in accordance with the Access to Information provisions of Procedural Rule 239 (paragraph 1 of Schedule 12A to the Local Government Act 1972 – information relating to any individual).
- (2) That elected members who were present and who were not members of the Committee be permitted to remain and/or enter the meeting during consideration of the item.

188 APPEALS PANELS HELD SINCE THE LAST MEETING

Members gave consideration to the summary of the appeals panels held since the last meeting of the Committee on 19 June 2006. It was noted that three appeals had been held, two relating to disciplinary matters and one to a grievance.

During consideration, the following points were made:-

- One case had been the subject of an Employment Tribunal appeal which had been settled in accordance with a compromise agreement.
- That case had raised complicated issues and lessons had been learned, including about departmental financial handling procedures.
- Debriefing could follow the conclusion of appeals usefully to assist members' development and organisational improvement.
- Mrs Rodger, who had chaired the Panel, requested that issues which she had raised regarding members' training, their understanding of systems and the composition of panels be now reviewed.
- There was no full written procedure for dealing with grievances.
- There was a need to understand diversity issues and, indeed, other issues in appeals in case members were required to give evidence at subsequent Employment Tribunal hearings.
- It might be helpful to explore the possibility of having arrangements with other authorities to enable panels to have appropriate demographic composition on a case-by-case basis.

RESOLVED

- (1) That the decisions of the Appeals Panels held since the last meeting of the Committee (19 June 2006), as appended to the Agenda, be noted.
- (2) That further consideration be given to training for panel members, including in relation to equality and diversity; the composition of panels; the scope for reciprocal arrangements with other authorities; the grievance procedure; and briefing processes for appeal hearings.

188A ANY OTHER URGENT BUSINESS

The Committee discussed possible revised terms of reference.

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The Chairman declared the meeting closed at 8.15pm.

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Chairman
16 June 2009