

EMPLOYMENT AND APPEALS COMMITTEE

6 October 2009

GRIEVANCE APPEALS

Report of the Director of Corporate Services

STRATEGIC AIM:	To be a well managed organisation.
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1. PURPOSE OF THE REPORT

- 1.1 To invite Members to consider the process for the handling of grievance appeals.

2. RECOMMENDATIONS

- 2.1 That the process for appeals to Members under the Grievance Procedure set out in Appendices A and B to this report be approved.

3. BACKGROUND

- 3.1 One of the issues identified by the Committee at its last two meetings for further work to be undertaken was the procedure to be followed by Appeals Panels when hearing grievance appeals. **Appendix A** is an overall process flow and **Appendix B** is the stages of the core of the hearing itself. The latter is in the format used for other types of employment appeals of which the Committee has more practical experience.

4. RISK MANAGEMENT

RISK	IMPACT	COMMENTS
Time	HIGH	It would be helpful to agree the details of the process now as grievance appeals hearings are anticipated in the near future.
Viability	LOW	There are no fundamental risks.
Finance	LOW	There are no direct budget implications.
Profile	LOW	There is little or no profile outside the authority in respect of appeals at this internal stage.
Equality and Diversity	LOW	The appeals process applies and operates equally for all employees.

Background Papers
None

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