



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 **Tuesday 15 June 2010** at 7.00pm.

PRESENT: Mrs E J Rodger – in the Chair
Mr P J W Golden
Mrs S M Iannantuoni
Mr H E G Rees
Mr B W Roper

OFFICERS PRESENT: Mr M Baish Director of Corporate Services
Mr G Pook Head of Legal and Democratic Services
Miss T D Stokes Democratic Services Manager

APOLOGIES: Cpt V Dighé and Mr B A Montgomery

136 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.

137 MINUTES

RESOLVED

That the Minutes of the Employment and Appeals Committee held on 6 October 2009, copies of which had been previously circulated, be approved and signed by the Chairman as a correct record.

138 PETITIONS, DEPUTATIONS AND QUESTIONS

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

139 MEMBERSHIP OF THE EMPLOYMENT AND APPEALS COMMITTEE

Members noted that at the Annual Meeting of the Council, 10 May 2010, nine members were appointed to the Employment and Appeals Committee as follows:-

Mrs E J Rodger (Chairman)	Mrs S M Iannantuoni
Mr B W Roper (Vice Chairman)	Mr B A Montgomery
Cpt V Dighé	Mr G Plews
Mr T C Ellis	Mr H E G Rees
Mr P J W Golden	

The increase in the size of the Committee would provide greater resilience in convening appeals panels in the future.

The Chairman welcomed the new members to the Committee and it was noted that Cpt Dighé would require training before he was able to participate in appeal panel hearings.

140 TERMS OF REFERENCE AND SCHEME OF DELEGATION

Members noted the revised Terms of Reference and Scheme of Delegation as approved by Council on 10 May 2010. The document had been updated in line with the Committee's previous deliberations and following consideration by the Constitution Review Working Group.

The revised Terms of Reference and Scheme of Delegation had been included in Part 8 of the Council's Constitution with immediate effect.

141 TRAINING

Members of the Committee had previously discussed the need for equality and diversity training and the proposed course contents (attached to the Agenda) were discussed. The course comprised either a full day event or, more appropriately for members, a 2.5 hour training session during the evening by an external training provider, NOH Solutions.

It was noted that awareness of equality and diversity needed to be raised across the whole Council. Although a short training session had previously been held for members, it was not considered to be sufficient, particularly for those members undertaking the appeals panel role.

In conclusion, it was requested that consideration be given to including members in the officer induction programme regarding equality and diversity training. In addition, the evening session be offered to all members of the Council and that the nine members of the Employment and Appeals Committee be specifically encouraged to attend.

RESOLVED

- 1) That the Chairman liaises with the Head of Strategic Human Resources with a view to exploring the possibility of members attending the equality and diversity session of the officer induction programme.
- 2) That the evening member training session by NOH Solutions be pursued and that all nine members of the Committee be particularly encouraged to attend.
- 3) That the Chairman liaises with members of the Committee by email regarding the outcome of 1) and 2) above.

142 APPEALS PANELS HELD SINCE THE LAST MEETING OF THE EMPLOYMENT AND APPEALS COMMITTEE (6 October 2009) AND THE FINAL OUTCOME OF CASES

Report No 133/2010 from the Director of Corporate Services which provided a summary of the appeals panels held since the last meeting of the Committee (6 October 2009), was received.

An amendment was noted to the chairmanship of the staff grievance appeal panel held in January 2010; the Chairman being Mr Rees and not Mrs Rodger as noted in the Appendix to Report No 133/2010.

Members noted that three appeals panels had been held since the Committee met in October 2009, one relating to the provision of home-to-school transport and two being staff grievances. The outcome of all three cases had been that the appeals were not upheld. None of the appeal panel decisions had been challenged further by the appellants.

The Chairman thanked members who participated in the three appeal panels which often required significant work and time for those involved.

RESOLVED

That the summary of appeals panels held since the last meeting of the Committee (Appendix A to Report No 133/2010), be noted.

143 ANY OTHER URGENT BUSINESS

No items of urgent business had been previously notified to the person presiding.

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The Chairman declared the meeting closed at 7.25pm.

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