

REPORT NO: 101/2011

EMPLOYMENT AND APPEALS COMMITTEE

19 July 2011

**APPEALS PANELS HELD SINCE THE LAST MEETING
OF THE COMMITTEE
AND THE FINAL OUTCOME OF CASES**

Report of the Strategic Director for Resources

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

- 1.1** To provide a summary of the appeals panels held since the last meeting of the Committee (15 June 2010) and to report on the final outcome of the cases heard.

2. RECOMMENDATIONS

- 2.1** To note the contents of Appendix A which summarises the Appeals Panels held since the last meeting of the Committee.

3 BACKGROUND

- 3.1** Each year the Committee receives a summary of the number and type of Appeals Panels held since its previous meeting and is asked to comment on those cases and note the summary of the decisions.
- 3.2** Appeals Panels have been convened in accordance with the protocols and guidance as agreed by the Committee and have composed members of the Committee on a rotational and availability basis.
- 3.3** It should be noted that some of the appeals panels noted in the Appendix relate to members of staff and therefore should detailed discussion take place on any of these hearings, members are recommended to exclude the press and public in accordance with paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

Paragraph 1: Information relating to any individual.

4. RISK MANAGEMENT

RISK	IMPACT	COMMENTS
Time	Low	Appeals Panels are convened in a timely manner, taking into account the appellant, the appellant's representative, officer and member availability.
Viability	Low	Not relevant.
Finance	Low	There are no direct financial implications arising from this report.
Profile	Low	No specific issues relevant to the community regarding the conduct of appeals panels.
Equality and Diversity	Low	There are no specific issues arising from this report.

Background Papers

Appeals Panels held in 2010/11

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A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.

APPENDIX A
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DATE	SUBJECT	PANEL MEMBERS (* = Chairman)	SUMMARY OF DECISION(S)
Nov 2010	Job Evaluation	Cpt VDighe Rees* Rodger	<i>Appeal upheld job evaluation remitted for reconsideration at Stage 2 of the procedure.</i> <i>Appellant subsequently withdrew appeal at the time of taking voluntary redundancy</i>

March 2011	Staff Grievance	Ind Rodger Rees	<i>Appellant withdrew request on 21 March due to being slotted in on a partial amend.</i>
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