

EMPLOYMENT & APPEALS COMMITTEE

17 July 2012

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

Report of the Strategic Director for Resources

1. PURPOSE OF THE REPORT

- 1.1 To provide a summary of the appeals panels held since the last meeting of the Committee (19 July 2011) 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 The report shows an increase in the number of appeals from last year (from 2 to 16), however some of the appeals were heard collectively by Panel. There was substantial turbulence in the workforce over the period which is covered by this report. The restructure of the local authority from a 5 directorate structure to a 3 directorate structure, which took place over the period August 2010 to July 2011, resulted in 4 appeals. The changes to employee terms and conditions which reduced sickness pay entitlement and removed essential car user allowances, and which was implemented in December 2011, resulted in 12 appeals.
- 3.4 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 paragraphs 1 and 2 of Part 1 of Schedule 12A to the Local Government Act 1972 – information relating to any individual and information likely to reveal the identity of any individual.

4 RISK MANAGEMENT

RISK	IMPACT	COMMENTS
Time	Low	This report enables the Committee to consider any broad issues arising from experience.
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

Individual Appeals Panels case files exempt

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