



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 16 July 2013** at 7.00pm.

PRESENT: Mr K A Bool – in the Chair
Mrs C Emmett
Mr M D A Pocock

OFFICERS PRESENT: Miss M Gamston Democratic Services Officer
Mrs D Mogg Strategic Director for Resources
Miss C Snell HR Advisor

APOLOGIES: Mr J Munton, Mr N M Wainwright and Miss G Waller

203 DECLARATIONS OF INTEREST

In accordance with the Regulations, Members were invited to declare any interests under the Code of Conduct 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.

204 MINUTES

The minutes of the Employment and Appeals Committee held on 17 July 2012, copies of which had been previously circulated, were confirmed by members and signed by the Chairman.

RESOLVED

That the Minutes of the Employment and Appeals Committee held on 17 July 2012, copies of which had been previously circulated, be confirmed.

205 PETITIONS, DEPUTATIONS AND QUESTIONS

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

206 TERMS OF REFERENCE FOR THE EMPLOYMENT AND APPEALS COMMITTEE

RESOLVED

The Terms of Reference for the Employment and Appeals Committee and Scheme of Delegation to Officers as approved at the Annual Council Meeting on 13 May 2013, included in the Council's Constitution at Part 8, be NOTED.

207 ANNUAL REPORT TO THE COMMITTEE

Report No 160/2013 from the Strategic Director of Resources, which presented the revised version of the Appeals Procedure and a summary of the appeals panels held since the last meeting of the Committee (17 July 2012), was received.

Members noted that between the period 17 July 2012 and 1 June 2013 there had been no Appeal Panels convened for the purposes of hearing appeals relating to dismissal, grading or grievances. There had been one appeal against a discretionary Rate Relief decision.

Members noted that the review of the Appeals Policy and Procedure requested at the last meeting of the Committee (17 July 2012) had been completed. The Policy and Procedure had been updated in line with comments and suggestions made, and to ensure that it complied with current legislation.

RESOLVED

That the amendments to the Appeals Policy and Procedure (Appendix A to Report No. 160/2013) be APPROVED.

That the information on appeals held since the last meeting of the Committee be NOTED.

208 EMPLOYMENT APPEALS TRAINING

Members noted that some members had received employment appeals training elsewhere, that there was a briefing before Panel and that equality and diversity training was mandatory for all members.

Members stated that it would be beneficial to receive training and this should be extended to other members in addition to Panel members. It was requested that a 30-minute session prior to Council (October/November) be arranged.

RESOLVED

That a 30-minute training session prior to Council, extended to all members, be AGREED.

209 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 7.14 pm.

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