

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 10 OCTOBER 2007

REPORT BY THE SECRETARY OF THE STAFF SIDE

6(A) MONITORING OF APPEALS

WARD(S) AFFECTED: None

RECOMMENDATION - that (A) the decision made by the Council at the meeting of 17 May 2006 in respect of Minute 796 of the Licensing Committee of 19 April 2006 be complied with; and

(B) a report be submitted to this or a future Local Joint Panel detailing the numbers of appeals heard, their outcome and whether any were referred to an Employment Tribunal.

1.0 Purpose/Summary of Report

1.1 To keep members of the Panel informed of the outcome of Council decisions in relation to policies and procedures recommended for implementation by the committee and the subsequent impact on staff.

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

3.0 Background

3.1 The matter of the appeals process in grievance and disciplinary cases and the involvement of Council Members was a subject of much debate at the Local Joint Panel in January 2006 and the Human Resources Sub-Committee of 1 March 2006. The following decision was finally made at the Council meeting of 17 May 2006 relating to minute 797 of the Licensing Committee of 19 April 2006:

RESOLVED – that in respect of Minute 797
- Appeal Process in Grievance and Disciplinary
Cases, (A) appeals against dismissal and
appeals under the Grievance Procedure be
heard by the Chief Executive or a joint
Member/Officer panel chaired by the Chief
Executive;

(B) appeals heard by the Chief Executive
be reported to the Human Resources
Committee at regular six monthly intervals and
report the number of appeals heard and their
outcome, including information on cases which
have been referred to the employment tribunal
and any associated costs also be reported;

4.0 Report

4.1 During the course of the last year, the Staff Side is aware of a number of appeals, which have taken place and is concerned that these have not been reported to the Human Resources Committee as resolved by the Council. Without this information it is difficult to gauge the success of implementation of the new policies or to have any awareness of whether or not there are any particular areas of concern among staff or managers, which may need addressing.

One of the main concerns among Council Members was whether they may be required to appear as witnesses at Employment Tribunals. It would therefore be useful to know whether any ET claims have been lodged.

Detailed information is not required but statistical information is generally provided to trade unions for monitoring purposes.

5.0 Consultation

5.1 None

6.0 Legal Implications

6.1 None

7.0 Financial Implications

7.1 None

8.0 Human Resource Implications

8.1 None

9.0 Risk Management Implications

9.1 None

Background Papers

None

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