EAST HERTS COUNCIL

LOCAL JOINT PANEL – 5 SEPTEMBER 2018

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

APPEALS POLICY

WARD(S) AFFECTED: NONE

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Purpose/Summary of Report

- Members are invited to recommend to Human Resources Committee approval of the revised Appeals Policy

RECOMMENDATIONS FOR LOCAL JOINT PANEL:	
That: Human Resources Committee be advised that:	
(A)	The revised Appeals Policy be approved

1.0   Background

1.1   The Appeals Policy was last reviewed in 2012. The council's programme of policy review is after three years or sooner in line with legislation and best practice.

1.2   The policy has been updated and circulated to the Leadership Team and Unison for comments. Feedback and suggestions have been incorporated into the final version of the policy.

1.3   The current suite of policies is being reviewed by HR to reflect the following goals:

- Updated in line with legal requirements and current best

practice
- Clear and concise guidance
- Combining processes and policies where it makes sense to do so
- Clear on the roles of managers, HR, and individuals
- Create e-forms to simplify and streamline processes
- Review benefits attached to policies

2.0   Report

2.1   The key changes to the policy are:

- Clearer roles and responsibilities of attendees at the appeal hearing
- Clearer step-by-step process
- Appeal submission form to become an e-form

2.2   The revised Appeals Policy can be found at **Essential Reference Paper 'B'**.

2.3   An Equalities Impact Assessment can be found at **Essential Reference Paper 'C'**.

3.0   Implications/Consultations

3.1   Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers
None

Contact Officer: Kate Leeke – Interim Head of HR & OD
                     Ext 1635
                     kate.leeke@eastherts.gov.uk
(must be at least a Head of Service)

Report Author: Claire Kirby – HR Officer

Ext 1630

claire.kirby@eastherts.gov.uk

(if different from contact officer)