

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 12 DECEMBER 2018

REPORT BY THE SECRETARY TO THE EMPLOYER'S SIDE

APPEALS POLICY

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- Members are invited to approve the revised Appeals Policy

<u>RECOMMENDATIONS FOR LOCAL JOINT PANEL: That Human Resources Committee be advised that the Local Joint Panel:</u>
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(A)	Supports the revised Appeals Policy.
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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

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