

Employment Appeals Sub-Committee – Meeting held on Tuesday, 18th January, 2011.

Present:- Councillors Dodds (Chair), Davis and Maclsaac

PART 1

The Sub-Committee reconvened following the decision at its meeting on 1st November, 2010 to adjourn the hearing of the appeals.

53. Election of Chair

Resolved – That Councillor Dodds be elected Chair of the Sub-Committee.

(Councillor Dodds in the Chair)

54. Declarations of Interest

None.

55. Minutes of the meeting held on 1st November 2010

The minutes of the last meeting held on 1st November, 2010 were approved as a correct record.

56. Employment Appeals Sub Committee Procedure

The procedure was noted.

57. Exclusion of the Press and Public

Resolved – That the press and public be excluded from the remainder of the meeting as the items to be considered contain exempt information relating to individuals as defined in Paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972.

PART II

(The following is a summary of the matter considered in Part II of the meeting).

58. Appeal against Procedure applied to Job Evaluation Review

The Sub-Committee had reconvened to consider an appeal from an employee against the process applied in respect of her Job Evaluation Review.

The Appellant was in attendance and was supported by a Union representative. The Management Case was presented by the Assistant Director of Transport and Planning who was accompanied by a Human Resources Services Officer. The Acting Head of Legal Services and the Human Resources Business Partner were also in attendance.

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The Sub-Committee carefully considered the grounds of appeal, and the evidence submitted by all parties including oral evidence presented at the hearing.

Resolved – That the appeal be upheld in part.

59. Appeal against Procedure applied to Job Evaluation Review

The Sub-Committee had reconvened to consider an appeal from an employee against the process applied in respect of her Job Evaluation Review.

The Appellant was in attendance and was supported by a Union representative. The Management Case was presented by the Assistant Director of Transport and Planning who was accompanied by a Human Resources Services Officer. The Acting Head of Legal Services and the Human Resources Business Partner were also in attendance.

The Sub-Committee carefully considered the grounds of appeal, and the evidence submitted by all parties including oral evidence presented at the hearing.

Resolved – That the appeal be upheld in part.

Chair

(Note: The Meeting opened at 10.00 am and closed at 4.30 pm)