

APPENDIX 4**Proposed Policy Changes**

Area/ Section	Proposed Changes
<u>Disciplinary Policy & Procedure</u> 10.3 Appeals against dismissal are heard by the Employment Appeals Sub-Committee, and appeals against action less than dismissal are heard by an Officer Appeals Panel. The Strategic Director in consultation with HR will make the necessary Arrangements for the appeal to be heard.	Appeals against dismissal are heard by a convened panel of 3 with minimum of one Strategic Director/Chief Executive and one/two Assistant Director(s). The Panel will be advised by the Assistant Director of Professional Services or his/her representative(s)
<u>Disciplinary Policy & Procedure</u> 10.4 Employment Appeals Sub-Committee The Employment Appeals Sub-Committee consists of three elected Members made up from members of the Employment and Appeals Committee..	Delete

Employment & Appeals Committee

Area/ Section	Proposed Changes
Page 72 Part 3.4 3 To consider and determine appeals against dismissal and other appeals arising from the Council's HR procedures.	Delete
Page 72 Part 3.4 An Employment Appeal Sub Committee will be appointed to hear appeals under 3	Delete
5. To consider and determine appeals and all sub headings outlined above	Delete