

Minutes

of the Meeting of

The Employment sub-committee

Monday, 24 July 2023

Kenn Room

Meeting Commenced: 10.00 am

Meeting Concluded: 4.50 pm

Councillors:

Joe Tristram (Chairperson)

Wendy Griggs

Helen Thornton

Officers in attendance: Su Turner (Head of People's Services, Sheila Smith (Director of Children's Services), and Hazel Brinton (Committee Services Manager)

EMP Election of Chairperson for the meeting SC1

Resolved: that Councillor Tristram be elected Chairperson for the meeting.

(Councillor Tristram in the Chair)

EMP Declaration of Disclosable Pecuniary Interest (Standing Order 37 SC2

None declared.

EMP Exclusion of the press and public SC3

Resolved: that the press, public and officers not required by the members or officers advising to remain during the exempt session be excluded from the meeting during consideration of the following item of business on the grounds that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.

Item

Reason for Exemption

Minute no. EMPSC 4

Paragraphs 1,3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972

EMP **Stage 3 Grievance Appeal (Exempt Item)**
SC4

In attendance for consideration of this matter were the management representative, the appellant and the appellant's trade union representative. Welcoming those present the Chairperson invited the parties to introduce themselves following which he outlined the procedure which would be followed during the hearing. The appellant confirmed that they were not calling any witnesses.

The appellant's trade union representative presented the case on behalf of the appellant. The appellant then responded to questions from the management representative and members of the sub-Committee.

The sub-Committee adjourned at 11.37am

The sub-Committee reconvened at 11.50am

The management representative presented the management case and called their first witness who responded to questioning. The witness then responded to questions from the appellant's trade union representative and members of the sub-Committee. The first witness left the meeting.

The management representative then called their second witness who responded to questions. The second witness then responded to questions from the appellant's trade union representative and members of the sub-Committee.

The sub-Committee adjourned at 1.22pm

The sub-Committee reconvened at 4.00pm

The second witness left the meeting.

The Chairperson then invited both the appellant and the management representative to sum up their respective case, following which those parties withdrew from the meeting leaving the sub-Committee to deliberate and reach a decision in consultation with the Senior HR Advisor.

The appellant's trade union representative left the meeting before the Chairperson delivered the sub-Committee's decision.

Resolved:

- (1) that the Stage 3 Grievance be not upheld
- (2) that the sub-Committee acknowledged the title of the plan used was inappropriate and that a more appropriate template should be developed.
- (3) that the sub-Committee strongly encouraged both parties to reconsider third party mediation to be carried out by an outside party.

Chairperson
