

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 5
14 JUNE 2012	PUBLIC REPORT

Cabinet Member(s) responsible:	Councillor Gr Uff Marco Cereste – Leader of the Council and Cabinet Member for Growth, Strategic Planning and Economic Development	
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MEMBER APPOINTMENTS TO THE EMPLOYEE APPEALS SUB-COMMITTEE

RECOMMENDATIONS	
FROM : Solicitor to the Council	Deadline date : N.A.
<p>That the Employment Committee appoints three Members to the Employee Appeals Sub-Committee, these appointments to be in accordance with the political balance arrangements of the Council.</p>	

1. ORIGIN OF REPORT

1.1 This report is submitted to the Employment Committee following the approval of the revised Committee structure at the Annual Council meeting held on 23 May 2012.

2. PURPOSE AND REASON FOR REPORT

2.1 The purpose of this report is to appoint three Members to the Employee Appeals Sub-Committee in accordance with the political balance arrangements of the Council.

2.2 This report is for the Committee to consider under its Terms of Reference No. 2.3.1.2 ‘to determine employee procedures, including dismissal procedures’ and 2.3.2 ‘to hear and determine all employee appeals arising from agreed employee policies and procedures’.

3. TIMESCALE

Is this a Major Policy Item/Statutory Plan?	NO	If Yes, date for relevant Cabinet Meeting	N/A
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4. BACKGROUND

4.1 At the meeting of Annual Council, held on 23 May 2012, the Committee structure for 2012 / 2013 was debated.

4.2 The original proposed Committee structure had been voted against by a minority of Members and a revised Committee structure was subsequently tabled. This revised structure incorporated the Employee Appeals Sub-Committee into the political balance arrangements where it had not been previously.

- 4.3 The core membership of the Employee Appeals Sub-Committee is therefore three Members; two to be Conservative and one Minority Group Member, in accordance with the political balance requirements.
- 4.2 It was highlighted that Members would be appointed to the Employee Appeals Sub-Committee at the Employment Committee's first meeting of the new Municipal Year.
- 4.4 The Employment Committee must therefore nominate three Members to serve on this Sub-Committee.
- 4.5 In addition to those nominated, additional Members may also be called upon from a pool of trained members to hear particular cases. This is to ensure that sufficient Members are available to hear appeals, that the Members hearing an appeal have received the relevant training with regards to the issue in question and that the Members hearing an appeal were not involved in the original decision which is in question.

5. CONSULTATION

- 5.1 All Members have been notified, via the Annual Council papers, that Sub-Committee Members would be nominated at the first meeting of the Employment Committee.

6. ANTICIPATED OUTCOMES

- 6.1 Three Members, two Conservative and one minority Member, will be nominated to sit on the Employee Appeals Sub-Committee.

7. REASONS FOR RECOMMENDATIONS

- 7.1 To enable employee dismissal appeals to be conducted in a consistent manner, with Members who are knowledgeable and capable.

8. ALTERNATIVE OPTIONS CONSIDERED

- 8.1 There were no other options considered. If appointments were not made it would be unclear which Members should form the Sub-Committee when required.

9. IMPLICATIONS

- 9.1 If Members were not appointed to the Sub-Committee the process for undertaking employee dismissal appeals would be less efficient.