

 Employment Committee 16th September 2008.		Agenda Item No.
Title	Hay Job Evaluation Appeals Panel - Member Representative	
For further information about this report please contact	Karen Pearce Head of Organisational Development and Performance Improvement Karen.pearce@ warwickdc.gov.uk	
Service Area	Organisational Development and Improvement	
Wards of the District directly affected	None	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006	No	
Date and meeting when issue was last considered and relevant minute number	Members Trades Union Joint Panel 16 th April 2008 minute 40	
Background Papers		

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	No
Included within the Forward Plan? (If yes include reference number)	No

Officer/Councillor Approval		
With regard to officer approval all reports <i>must</i> be approved by the report authors relevant director, Finance, Legal Services and the relevant Portfolio Holder(s).		
Officer Approval	Date	Name
Relevant Director		
Chief Executive		Chris Elliott
CMT	2808/08	Chris Elliott Mary Hawkins Bill Hunt
Section 151 Officer	2808/08	Mary Hawkins
Legal	2808/08	Simon Best
Finance	2808/08	Gary Walker
Portfolio Holder(s)	29/08/08 02/08/08	Dave Shilton Les Caborn Mike Doody
Consultation Undertaken		
Please insert details of any consultation undertaken with regard to this report.		
Final Decision?		Yes
Suggested next steps (if not final decision please set out below)		

1. **SUMMARY**

- 1.1 At its meeting of 16th April 2008 the Members Trades Union Panel considered a report recommending that the Member Representative on the Hay Job Evaluation Appeals Panel should be appointed for a period of four years coinciding with the Council Elections. The panel decided to make two recommendations to the Employment Committee as set out below.

2. **RECOMMENDATION**

- 2.1 The Employment Committee should approve the process of appointing a Member to represent the Council on the Hay Job Evaluation Appeals Panel every four years
- 2.2 The Employment Committee is recommended to appoint Councillor Barrott to the Hay Appeals Panel for the period June 2008 to May 2011

3. **REASONS FOR THE RECOMMENDATION**

- 3.1 The recommendations have come from the Members Trades Union Joint Consultative and Safety Panel. Although the appointment is recommended from June 2008 there has not been a need to hold an appeal panel since the recommendations were made and therefore the actual appointment would be made from September 2008.

4. **ALTERNATIVE OPTION CONSIDERED**

- 4.1 The alternative option is to not make an appointment for the lifetime of the Council and continue the current practice of asking the chair of the Member Trade Union Panel to take on this duty each year. The disadvantages of this approach are set out in the background to this report and were also considered by the Members Trades Union Joint Panel

5. **BUDGETARY FRAMEWORK**

- 5.1 There are no budgetary implications in this decision; representation of the Council on the panel is a voluntary activity

6. **POLICY FRAMEWORK**

- 6.1 The terms of the Job Evaluation Scheme allow for staff to appeal against a job evaluation decision and to have that appeal heard by an independent panel. The appeals panel is made up of a Chairperson; a full time union official and an elected member of the council.

7. **BACKGROUND**

- 7.1 There is no set process for nominating a member to sit on the Job Evaluation Appeal Panel and so it has by custom and practice been a role undertaken by the Chair of the Members Trades Union Panel.
- 7.2 This has led to difficulties when the Chair of the Panel has the potential to change each year and is not elected until the first meeting of the Members Trades Union Joint Panel in the municipal cycle. There is then a need to train the new appointee before any appeals can be heard and, as not that many appeals take place in a year, the appointee does not have the opportunity to build up expertise.
- 7.3 An appointment for four years (covering the life of a Council) would provide stability for the appeals panel and experience for the appointee. The Appeals Panel is scheduled to meet four times a year but only actually meets if there are appeals to be heard. Typically two or three appeals are heard when the panel meets.