

# EMPLOYMENT COMMITTEE

Minutes of the meeting held on Tuesday 31 August 2010 at the Town Hall, Royal Leamington Spa at 5.00pm.

**PRESENT:** Councillor Mrs Bunker (Chairman), Councillors; Barrott, Caborn, Coker, Ms Dean, Gifford, Mrs Goode and Hammon.

An Apology for absence was received from Councillor Michael Doody.  
(Councillor Ms Dean substituted for Councillor Mrs Knight)

## 9. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

## 10. **APPEALS PANELS**

The Committee considered a report from the Chief Executive's Office that sought approval for the establishment of appeals panels.

The Council's Constitution outlines that the Employment Committee were able to convene appeals panels to hear appeals from employees that have been dismissed through the Council's disciplinary procedure.

There was a likelihood that appeals panels may be required in the near future because of ongoing disciplinary matters with two Council Officers under the Council's disciplinary procedures.

At the meeting the Committee were informed of which Councillors were currently trained to sit on the appeals panels and advice was provided with regard to the potential for amending the officer scheme of delegation and therefore negating the need for this request in future.

**RECOMMENDED** that the officer Scheme of Delegation be amended to include "the membership of the Panel(s) be appointed by the Chief Executive in consultation with the Chairman of the Employment Committee".

**RESOLVED** that

- (1) the necessary appeals panels, consisting of appropriately trained members, be convened;
- (2) the membership of the Panel(s) be appointed by the HR Manager in consultation with the Chairman of the Employment Committee;
- (3) an appeals training course be arranged for the current members of the Employment Committee; and

- (4) a course be included in the induction programme for new members after the election on appeals and HR issues generally.

(The meeting ended at 5:10 pm)