

Report to:	APPEALS COMMITTEE
Item number	3
Relevant Officer:	Carmel McKeogh, Assistant Chief Executive Human Resources and Organisational Development
Date of Meeting	15 th December 2014

GRIEVANCE REVIEW

1.0 Purpose of the report:

- 1.1 To consider and determine a request for a review of the decision of the Council not to uphold a Grievance submitted by an employee.

2.0 Recommendation(s):

- 2.1 To determine the request for a review

3.0 Reasons for recommendation(s):

- 3.1 Once an application for a review has been received the application and any relevant representation must be considered by the Appeals Committee.

- 3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

- 3.2b Is the recommendation in accordance with the Council's approved budget? Yes

- 3.3 Other alternative options to be considered:

There are no alternative options as the review must be considered by the Appeals Committee.

4.0 Council Priority:

4.1 The relevant Council Priority is:

- Deliver quality services through a professional, well-rewarded and motivated workforce

5.0 Background Information

5.1 A request for a review has been received from an employee in respect of a Staff Grievance.

5.2 Details of the Employee's case and the Management's statement of case are attached at Appendix 3a).

5.3 The Employee has been invited to attend the meeting and an officer of the Council will be in attendance to present the case on behalf of the Management.

Does the information submitted include any exempt information?

Yes

List of Appendices:

Appendix 3(a): Details of Case (Not for Publication).

6.0 Legal considerations:

6.1 The Head of Legal Services will be represented at the meeting to advise the Committee on policy and procedure only and will not have been involved with any of the decisions previously taken.

7.0 Human Resources considerations:

7.1 The Assistant Chief Executive will be represented at the meeting to advise the Committee on policy and procedure only and will not have been involved with any of the decisions previously taken.

8.0 Equalities considerations:

8.1 None

9.0 Financial considerations:

9.1 None

10.0 Risk management considerations:

10.1 None

11.0 Ethical considerations:

11.1 None

12.0 Internal/ External Consultation undertaken:

12.1 None

13.0 Background papers:

13.1 Exempt