

Standards and Audit Committee – Outcome of Staff Appeal (Law and Governance, Mario Leo)

Synopsis of report:

To report the outcome of a recent staff appeal considered by the Standards and Audit Committee

Recommendation(s):

None. This report is for information only

1. Context and background of report

- 1.1 The Council's Salary Grading Appeals Procedure, last reviewed in 2015, contains the provision for the outcome of Appeals to the Standards and Audit Committee on Salary Gradings to be reported to the Corporate Management Committee.

2. Report and, where applicable, options considered and recommended

- 2.1 On 17 March 2023, the Standards and Audit Committee met to consider an appeal by an employee in the Housing Business Centre regarding the grading of their post.
- 2.2 The report and its content were confidential as they identified individuals.
- 2.3 The Standards and Audit Committee determined the matter in accordance with the procedure as set out in the agenda papers and had due regard to the advice provided by both the Head of HR and OD and the Corporate Head of Law and Governance, acting as Secretary to the Committee.
- 2.4 Both the appellant and Corporate Head of Housing presented their cases and there was an opportunity for each to ask questions of each other and the panel to do so also.
- 2.5 After careful consideration, the Panel determined that the appeal should be rejected.
- 2.6 However, the Panel made some recommendations that might assist the appellant to develop their career and open up opportunities for advancement. The Corporate Head of Housing readily agreed to these recommendations.

3. Policy framework implications

- 3.1 The Council's procedure for dealing with Salary Grading Appeals was in place at the time the employee made application for their post to be re-graded.
- 3.2 The procedure for dealing with Salary Gradings is in the process of being updated and subject to the approval of Corporate Management Committee, employee appeals in relation to dismissal and grievances including salary gradings will be heard by a Sub-Committee of the Standards and Audit Committee, comprising three Members and one member in reserve. This formalises the procedure followed now in practice.

4. **Resource implications/Value for Money**

4.1 None identified.

5. **Legal implications**

5.1 Staff appeals are heard by the Standards and Audit Committee (and Sub-Committee) as the last internal mechanism of appeal open to an employee. If an employee remains unsatisfied, they can lodge an appeal with an Employment Tribunal.

6. **Equality implications**

6.1 None identified

7. **Environmental/Sustainability/Biodiversity implications**

7.1 None Identified.

8. **Other implications**

8.1 None Identified.

Background papers

Exempt papers held on file 63.13.31 used in preparation of the Standards and Audit Committee agenda

(For information)