

Runnymede Borough Council

Standards and Audit Committee

Friday, 17 March 2023 at 2.00 pm

Members of the Committee present: Councillors M Nuti (Chairman), D Cotty and S Ringham.

The other Members of this Committee were not required for this meeting.

1 **Declarations of Interest**

There were no declarations of interest.

2 **Procedure for the Conduct of Business**

The Procedure for the conduct of business was duly noted.

3 **Regrading Appeal**

The Standards and Audit Committee met to consider an appeal by an employee in the Housing Business Centre regarding the grading of their post.

The report and its content were confidential as they identified individuals.

The 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.

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.

The Committee adjourned at 15:31 and re-convened at 15:55

After careful consideration, the Panel determined that the appeal should be rejected.

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.

As stated in the procedure, Staff appeals heard by the Standards and Audit Committee (and Sub-Committee) were the last internal mechanism of appeal open to an employee. If an employee remained unsatisfied, they could lodge an appeal with an Employment Tribunal.

Members noted that the Council's Salary Grading Appeals Procedure, last reviewed in 2015, contained the provision for the outcome of Appeals to the Standards and Audit Committee on Salary Gradings to be reported to the Corporate Management Committee. This would be reported to its meeting on 20 April 2023.

A decision notice would be drafted by the Secretary of the Committee and given to all parties present.

RESOLVED that –

The appeal be rejected for the reasons given to the appellant at the meeting, but that the recommendations of the Committee be duly implemented by the Corporate Head

of Housing in consultation with the Corporate Head of HR and OD

(The meeting ended at 4.00 pm.)

Chairman