



DERBY CITY COUNCIL

COUNCIL
1 MARCH 2010

Report of the Corporate Director of Corporate and Adult Services

DOCUMENT 13

Urgent Non-Executive Decisions Made by the Chief Executive

RECOMMENDATION

- 1.1 To note the report.

SUPPORTING INFORMATION

- 2.1 In the Council's Constitution the Chief Executive has delegated authority to make decisions on behalf of the Council, in cases of urgency, in the discharge of any non-executive function of the Council other than those delegated to another officer or those which by law can be discharged only by full Council.

- 2.2 This report advises Council of the following decisions taken by the Chief Executive in accordance with this delegated authority:

2.3 **Appeals Process for the 2nd and 3rd Tier Review**

In relation to employee grievances procedurally and contractually appeals are heard by Members following an officer decision. Appeals would normally be heard by the Taxi Licensing and Appeals Sub Committee, drawing from a pool of 14 Members.

We were currently undertaking a 2nd and 3rd tier review on the tight timescale which may result in some employee grievances being raised. In order to facilitate quick and consistent resolution to employee grievances concerning the 2nd and 3rd tier review Unison had suggested a short cut to the grievance procedure that gave a direct access to a Member appeal.

The report recommended urgent action approval for a temporary grievance procedure that gave affected employees direct access to Member appeal in relation to a set of defined issues concerning the 2nd and 3rd tier review.

It was recommended

1. to approve temporary changes to the grievance procedure for affected employees which gave them direct access to a Member appeal against decisions concerning:
 - voluntary redundancy requests
 - posts individuals had been matched to or not matched to
 - whether they've slotted in or not

- other people matched to the same posts.
2. to nominate two members from each political group who would be able to hear appeals between 25 February and 12 March 2010. The panel would be made up of 3 Members, one from each political group.
 3. to convene a first meeting of the panel to agree the terms of reference and to set a number of dates within the timeframe set above.

Reason for urgency: If the 1 May 2010 implementation date for the review was to be achieved then grievances needed to be resolved quickly. The window to do this without it impacting on the timetable was very short, between 25 February and 12 March 2010. Therefore the urgent decision was to establish a temporary and separate appeals panel to deal with these specific issues.

For more information contact: Karen Squires 01332 255467 e-mail karen.squires@derby.gov.uk

Background papers:

Report to Chief Executive of an Urgent Non-Executive Matter Requiring a Decision of the Council

List of appendices:

Appendix 1 – Implications

IMPLICATIONS

Financial

1. None directly from this report.

Legal

2. None directly from this report.

Personnel

3. None directly from this report.

Equalities Impact

4. None directly from this report.

Corporate objectives and priorities for change

5. None directly from this report.