



Grievance and Collective Grievance Policy

SUMMARY

- 1.1 The Grievance and Collective Grievance Policy attached at Appendix 2 replaces the existing Grievance Policy written in February 2011.
- 1.2 The existing policy required updating to incorporate the facility for the hearing of collective grievances and Member Appeals.

RECOMMENDATION

- 2.1 To approve the new the Grievance and Collective Grievance Policy attached at Appendix 2.

REASONS FOR RECOMMENDATION

- 3.1 The existing policy was updated in 2011 at a time when Member Appeals had been withdrawn. Member Appeals have since been reinstated.
- 3.2 Provides a mechanism for hearing collective grievances, which has the potential to save time for all parties involved within the grievance process.
- 3.3 The new policy has been further refined to make it easier for employees to read.

SUPPORTING INFORMATION

- 4.1 The unions requested the Council consider a policy for hearing collective grievances and have been consulted on the reviewed policy at the Conditions of Service Working Group.

OTHER OPTIONS CONSIDERED

- 5.1 A separate Collective Grievance Policy and Grievance Policy. Incorporating the two policies reduces paperwork, improves clarity and ensures processes are aligned.

This report has been approved by the following officers:

Legal officer	None
Financial officer	None
Human Resources officer	Tina Holmes
Service Director(s)	Karen Jewell
Other(s)	Nikki Gibbons

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Background papers:	Policy
List of appendices:	Appendix 1 Implications, Appendix 2 – policy

Appendix 1

IMPLICATIONS

Financial and Value for Money

1.1 N/A

Legal

2.1 N/A

Personnel

3.1 Allows employees to raise collective grievances, in the same way as individual grievances, potentially reducing the time taken to resolve issues involving more than one member of staff.

3.2 Reinstates employees' rights to Member appeals.

Equalities Impact

4.1 A full EIA was conducted in 2011. The changes to the policy have not affected the EIA.

Health and Safety

5.1 N/A

Environmental Sustainability

6.1 N/A

Asset Management

7.1 N/A

Risk Management

8.1 N/A

Corporate objectives and priorities for change

9.1 To develop a skilled and motivated workforce (Council Plan)