

Employee Appeals Sub Committee

Purpose

- 1.1 Following a change in the Appeals Policy, agreed by Personnel Committee, the Employee Appeals Sub-Committee will cease to have any cases required for its consideration.
- 1.2 This report seeks to tidy up this issue by removing the sub-committee in light of this change.

Recommendation

- 2.1 To agree to the dissolution of the Employee Appeals Sub-Committee following the conclusion of any ongoing cases it is required to consider.

Reason

- 3.1 The change in the Appeals Policy removes any functions from within the Employee Appeals Sub-Committee's areas of responsibility. The Sub-Committee therefore no longer has a purpose.

Supporting information

Change in Appeals Policy

- 4.1 Personnel Committee received a report on proposed changes to the Appeals Policy on 4 September 2018. Among the changes it agreed was the removal of appeals by employees before councillors.
- 4.2 The Personnel Committee was empowered to make this change under its powers detailed in Part D of the Scheme of Delegations.

Employee Appeals Sub-Committee

- 4.3 The Employee Appeals Sub-Committee sits under the Licensing Committee. The Scheme of Delegations authorises it to hear appeals by employees.
- 4.4 As there will be no further such appeals due to the change in policy, the Sub-Committee is effectively made defunct.

Outstanding Appeals

- 4.5 Three appeals had been initiated at the stage that the change was agreed by Personnel Committee. These cases will be subject to the policy as it was at that stage, meaning there remains a possibility of a sub-committee hearing those cases.
- 4.6 In view of this, the recommendation proposes dissolution at the point that the Sub-Committee concludes its final case.

Public/stakeholder engagement

- 5.1 Not applicable.

Other options

- 6.1 To not dissolve the Sub-Committee. This would create confusion as it would retain the existence of a constituted body with terms of reference not reflecting current policy.

Financial and value for money issues

- 7.1 None.

Legal implications

- 8.1 None.

Other significant implications

- 9.1 None.

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal	Glen O'Connell, Interim Monitoring Officer	16 October 2018
Finance	Not applicable	
Service Director(s)	Glen O'Connell, Interim Monitoring Officer	16 October 2018
Report sponsor	Don McLure, Strategic Director of Corporate Resources	14 October 2018
Other(s)	Not applicable	