

## APPEALS COMMITTEE

10.00 A.M.

15<sup>th</sup> JANUARY 2004

**PRESENT:-** Councillors S. Burns (Chairman). C. Coates, J. Gilbert, H. R. Helme J. Ravetz, A. M. B. Wade and J. Harrison (Substitute for Councillor J. Horner).

Officers in Attendance

Head of Personnel Services

John Murie – Union Advisor to the Committee (Minute 46 only)

J. Doble - Principal Democratic Support Officer

Apologies

J. Horner (Vice-Chairman)

### 43 MINUTES

The Minutes of the meeting held on 15<sup>th</sup> December, 2003 were signed by the Chairman as a correct record.

### 44 EXCLUSION OF THE PRESS AND PUBLIC

***Resolved: -***

That, in accordance with S100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it may involve the possible disclosure of exempt information as defined in paragraph 1 of Schedule 12A of that Act.

### 45 GRIEVANCE APPEAL (STAGE 4) – ECONOMIC DEVELOPMENT AND TOURISM SERVICE

The Committee considered a grievance appeal in accordance with the Council's Grievance and Dispute Procedure. It was confirmed by the appellant and the Corporate Director (Central Services) that the appellant had decided to only pursue two of the seven issues that had been originally been raised and that these were the issues that the Corporate Director (Central Services) had considered at the previous stage of the Grievance and Disputes Procedure. The Committee listened carefully to all the evidence.

The appellant's case was presented by her representative, questions were asked by Members of the Committee and the Corporate Director (Central Services).

The meeting received advice from the Head of Personnel Services.

**The meeting adjourned at 11.05 a.m. and re-convened at 11.15 a.m.**

The Corporate Director (Central Services) submitted the case on behalf of Management, questions were asked by Members of the Committee and the appellant's representative.

The Corporate Director (Central Services) made his concluding remarks and the representative of the appellant made his concluding remarks.

**The Committee retired at 12.57 p.m. to consider the evidence.**

After a lengthy discussion, the Committee reached their decision.

**Resolved: -**

That the response of the Corporate Director (Central Services) to the appellants stage 3 grievance be supported entirely.

**The meeting adjourned at 2.10 p.m. and re-convened at 2.15 p.m.**

**46 REGRADING APPEAL - POST NO.'s. CH0105, CH0106 and CH0107**

The appellants presented their case. The Corporate Director (Community Services) submitted the case on behalf of Management.

Members were advised that, in accordance with the Council's current re-grading policy, in order to grant a re-grading request, they needed to be satisfied that there had been a substantial increase in the level of duties and responsibilities of the post holders.

Additional information was provided, at the meeting, with regard to the appellant's duties, in particular responsibility with regard to the design of heating systems.

**The Committee retired at 3.05 p.m. to consider the evidence.**

After a full discussion, the Committee agreed that the case had not been made to illustrate that the level of responsibility attached to the posts in question merited the award of further additional increments.

**Resolved:-**

That on the basis of the evidence received, the regrading appeal be refused.

**The appellant, her representative and the Corporate Director (Community Services) returned to the meeting at 3.15 p.m. and were formally advised of the Committee's decision.**

.....  
Chairman

(The meeting ended at 3.20 p.m.)

***Any queries regarding these Minutes  
please contact James Doble, Principal Democratic Support Officer, Administration Services  
on 01524 582073, or alternatively email [jdoble@lancaster.gov.uk](mailto:jdoble@lancaster.gov.uk)***