

## **APPEALS COMMITTEE**

**2.00 P.M.**

**7<sup>TH</sup> NOVEMBER 2003**

**PRESENT:-** Councillors S. Burns (Chairman), C. Coates and S. E. Denwood (substitute for J. Ravetz).

Officers in Attendance

Head of Personnel Services  
Head of Administration Services  
S. Adair, Union representative

Apologies

Councillor J. Gilbert, H. R. Helme, J. Horner, J. Ravetz and A. M. B. Wade.

**The meeting being inquorate at 2pm, and having received notification that one Member would be arriving late, the Chairman advised that she was adjourning the meeting for sufficient time to allow the Member to arrive.**

**The meeting re-convened at 2.35pm.**

### **37 MINUTES**

The Minutes of the meeting held on 24<sup>th</sup> July 2003 were signed by the Chairman as a correct record.

### **38 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.

### **39 RE-GRADING APPLICATION - POST NOS. TS0020, TS0021, TS0022, TS0025 AND TS0051**

Having noted the order of proceedings for consideration of this item, the Committee considered an application for re-grading submitted by the holders of the above Post Nos.

The appellant's case was presented by Ms. S. Wilson, UNISON representative. Ms Wilson explained to the Committee that the group of appellants had elected to be represented by one of their number. The others were therefore not in attendance. In response to questions posed by Ms Wilson the appellant provided the Committee with additional information. In order to illustrate the work undertaken by the applicants an additional document, in the form of an advisory leaflet was circulated and referred to in evidence.

The Corporate Director (Regeneration) 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.

In this instance, the Personnel Committee had accepted the principle that the posts justified a re-grading, by awarding one increment but differed with the appellants on the level of grade merited.

**The Committee retired at 3.20pm to consider the evidence.**

After a lengthy discussion, the Committee agreed that the case had been made to illustrate that the level of responsibility attached to the posts in question merited the award of one further additional increment beyond that agreed by the Personnel Committee.

**The appellant, union representative and the Corporate Director (Regeneration) returned to the meeting at 3.50pm and were formally advised of the Committee's decision.**

***Resolved:-***

That the Committee allow a partial re-grading of Post Nos. TS0020, TS0021, TS0022, TS0025 and TS0051 from SCP 11-14 to SCP 11-15 (former Scale 2 + 2 increments), effective from the date of original application.

.....  
Chairman

(The meeting ended at 3.50pm)

***Any queries regarding these Minutes  
please contact Gillian Noall, Head of Administration Services  
on Lancaster 582060 or email Gnoall@lancaster.gov.uk***