



# Minutes

Name of meeting **GENERAL PURPOSES (APPEALS) SUB COMMITTEE**  
Date and time **WEDNESDAY, 12 MARCH 2008 COMMENCING AT 10.00 AM**  
Venue **COMMITTEE ROOM ONE, COUNTY HALL, NEWPORT, ISLE OF WIGHT**  
Present Cllrs Lady Sarah Pigot (Chairman), Ivan Bulwer, Jonathan Fitzgerald-Bond  
Officers Present Louise Ash, Julie Martin, Claire Shand

13. **Minutes**

RESOLVED :

THAT the Minutes of the meeting held on [14 January 2008](#) be confirmed.

14. **Declarations of Interest**

There were no declarations of interest at this time.

15. **Exclusion of Public and Press**

RESOLVED:

THAT, under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, on the grounds that there is likely to be disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

16. **Confidential Report of the Director of Customer Services**

To consider an Appeal against a Grievance Hearing Outcome

The Chairman welcomed those present and introduced Members of the Committee. She confirmed that all members had read the papers and outlined the procedure that was to be followed.

The Head of Human Resources indicated that the appellant had wanted to call a witness, unfortunately that witness was not available to attend the meeting but had submitted a written statement.

The meeting was adjourned to allow members of the Sub Committee to read that statement. Upon reconvening :

The appellant and her union representative outlined their case highlighting several points from the documentation that had previously been submitted. The management representative and members of the Sub Committee asked questions of the appellant.

Following representations from the management representative, the appellant, her representative and the Sub Committee asked questions. All parties withdrew, whilst the Committee adjourned to consider the appeal.

Upon reconvening the Chairman advised those present that the Sub Committee had drawn its deliberations to a conclusion, having fully examined the evidence presented from both sides.

The Sub Committee recognised and appreciated that the working relationship between the appellant and her manager had broken down and that may have constituted harassment and/or victimisation and therefore influenced the matters raised in her grievance. However, in the failure to attend for interview, that meant that there was no proof or evidence that that was the case.

The Sub Committee also appreciated that there was a lack of clarity around the Council's policy for deputies to act up and that needed to be resolved. The Sub Committee would therefore be recommending that the Head of Human Resources be asked to review the policy as a matter of urgency and that it was officially communicated to all staff.

The decision of the Sub Committee was final and there was no further right of appeal.

The decision would be confirmed in writing by the Head of Human Resources within the next five working days.

RESOLVED :

THAT the Sub Committee were unable to uphold the appeal.

CHAIRMAN