



Minutes

Name of meeting	GENERAL PURPOSES (APPEALS) SUB COMMITTEE
Date and time	MONDAY, 3 NOVEMBER 2008 COMMENCING AT 11.00 AM
Venue	COMMITTEE ROOM ONE, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Present	Cllrs Lady Sarah Pigot (Chairman), Jonathan Fitzgerald-Bond, Diana Tuson
Officers Present	Debbie Dixon, Liz Maidment, Julie Martin, Dave Rossell, Simon Wiggins

12. **Minutes**

RESOLVED :

THAT the Minutes of the meeting held on [27 June 2008](#) be confirmed.

13. **Declarations of Interest**

There were no declaration at this time.

14. **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, namely minute number 15, on the grounds that there was 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.

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

Appeal against the outcome of a grievance at stage 3

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 appellant outlined his 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 and witnesses, the appellant, his 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 dismissed the grievance appeal as it believed that an employee was unable to have two permanent full time contracts running at the same time.

However, the Sub Committee believed that no one had informed the appellant that by starting his new contract early his teacher's contract would be terminated, and that this should have happened.

Therefore the Sub Committee awarded an ex gratia payment to the appellant of £500.00 net.

To avoid any recurrence of that situation it was suggested that the Council's recruitment procedures should be reviewed.

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

RESOLVED :

THAT the appeal be dismissed.

CHAIRMAN