

## **BOROUGH OF REIGATE AND BANSTEAD**

### **EMPLOYMENT COMMITTEE**

Minutes of a meeting of the Employment Committee held at the Town Hall, Reigate on Thursday, 14th September 2006 at 10.30 a.m.

Present: Councillor M.A. Brunt (Chairman); Councillors Mrs. J.S. Bray, M.H.C. Buttery and Mrs. D.A. Ross-Tomlin.

#### **9. MINUTES**

**RESOLVED** that the Minutes of the meeting held on 6<sup>th</sup> July, 2006 be approved as a correct record and signed.

#### **10. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

##### **Apologies for Absence**

##### **Substitute Members**

Councillor Mrs. J.M.A. Spiers

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#### **11. DECLARATIONS OF INTEREST**

None.

#### **12. ANY OTHER URGENT BUSINESS**

None.

#### **13. EXEMPT BUSINESS**

**RESOLVED** that members of the Press and public be excluded from the meeting for the following item of business under Section 100A(4) of the Local Government Act 1972 on the grounds that:

(i) it involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act; and

(ii) the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**14. GRIEVANCE APPEAL BY A MEMBER OF STAFF**

The Committee considered an appeal by a member of staff against a management decision not to uphold a grievance.

The Committee had before it a case statement submitted by the Director of Services to the Community (who had investigated and determined the grievance) and case papers submitted by the Appellant.

The meeting was conducted in accordance with an agreed appeals procedure which had previously been circulated to all relevant parties.

The Appellant and the Director of Services to the Community, together with the Head of Personnel and Support Services, having completed their summing up, withdrew and the Committee deliberated in private.

Following the Committee's deliberations the Appellant, together with the Director of Services to the Community and the Head of Personnel and Support Services, returned to the meeting. It was also noted that the Appellant would receive the formal decision in writing.

**RESOLVED that:**

- (i) the appeal be dismissed and the previous management decision be upheld;
- (ii) the Executive Member for Organisational Development in conjunction with the Head of Personnel and Support Services be requested to investigate the Council's Car User Allowance Scheme and its implementation;
- (iii) it be noted that the role of the Employment Committee would have been made easier if factual evidence in relation to the numbers of journeys and mileage claims had been produced; and
- (iv) the disappointment of the Employment Committee be noted that no action had been taken for a number of years, as a result of the annual appraisals, and the Committee trusts that this situation has since been rectified.

**The meeting closed at 12.15 p.m.**