

ABERDEEN CITY COUNCIL

COMMITTEE: Council
DATE: 16th May 2012
DIRECTOR: Stewart Carruth
TITLE OF REPORT: Appeals Committee
REPORT NUMBER:

1. PURPOSE OF REPORT

The purpose of this Report is to invite the Council to appoint Members to sit on the employee Appeals Committee.

2. RECOMMENDATION(S)

It is recommended that the Council:-

- (a) appoints Members to the Appeals Committee, comprising 9 Members of the Council who also serve on the Committee dealing with Human Resources matters, namely Corporate Policy & Performance;
- (b) notes that the Convener and Vice-Convener of the Appeals Committee should not hold any other convenership of any Standing Committee of the Council; and
- (c) determines the political balance of the Appeals Committee accordingly

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this Report.

4. SERVICE & COMMUNITY IMPACT

As the Appeals Committee is an internal appeals mechanism for employees, there are no direct links to the Community Plan.

5. OTHER IMPLICATIONS

None

6. REPORT

The Appeals Committee exists to hear appeals from employees against decisions made in respect of certain employment matters. The role of the

Committee is to consider the evidence presented by both the appellant and the employing service of the Council and then reach a determination as to whether the appeal should be upheld or dismissed. The membership of the Appeals Committee requires to be drawn from the membership of the Committee charged with dealing with staffing matters, which is currently the Corporate Policy & Performance Committee. Given the nature of the business of the Appeals Committee, it is desirable that the Convener and Vice-Convener of the Appeals Committee do not chair other Standing Committees of the Council.

The Council is asked to consider appointing nine Members to the Appeals Committee. The number of Members is not specified by Standing Orders, however it is desirable to keep the Appeals Committee reasonably small. Further, whilst the Committee endeavours, and usually manages to reach a decision unanimously, it is appropriate that the number of Members should not be even in order to avoid a tied vote.

Having regard to Standing Orders, it is necessary for there to be a political balance within the membership of the Appeals Committee and Members are requested to refer to elsewhere on this agenda for the potential compositions of Council groups based on the political make-up of the Council.

Given the role of the Appeals Committee, comprehensive induction training is provided to Members prior to the first meeting. The training and first meeting are scheduled to take place on 30th May 2012 at 10am. An early date is necessary as there are a number of Appeals which require to be determined.

7. REPORT AUTHOR DETAILS

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8. BACKGROUND PAPERS

None.