

PERFORMANCE PORTFOLIO DECISION RECORD

7 December 2011

The meeting commenced at 10.00 a.m. in the Civic Centre, Hartlepool

Present:

Councillor Hilary Thompson (Performance Portfolio Holder)

Officers: Joanne Machers, Chief Customer and Workforce Services Officer
Denise Wimpenny, Principal Democratic Services Officer

30. Single Status Agreement Appeals *(Chief Customer and Workforce Services Officer)*

Type of decision

Non-key

Purpose of report

To provide an update on progress on appeals received and obtain ratification of Appeals Panel outcomes in respect of High, Medium, Low and Very Low Priority Appeals.

Issue(s) for consideration by Portfolio Holder

The report provided background information to the Appeals Procedure together with an update on progress of appeals received and requested ratification of Appeals Panel outcomes in respect of high, medium, low and very low priority appeals.

It was reported that a timetable for processing all outstanding appeals by December 2011 was now in place. Details of outstanding appeals together with outcomes of appeals previously ratified were set out in the report.

In order to ensure equality of treatment, as far as possible, the revised Appeals Procedure made provision for employees whose high priority appeals had been considered under the original Appeals Procedure to request the opportunity to have their appeal reconsidered on a similar basis to medium, low and very low appeals, once the programme for processing all outstanding

appeals was complete.

The Portfolio Holder was referred to a schedule of Appeal Outcomes of individual appeals for ratification, attached as a confidential appendix to the report, an updated copy of which was tabled at the meeting.

In response to the Portfolio Holder's request for clarification, the Chief Customer and Workforce Services Officer confirmed that all outstanding appeals were on track for consideration by 31 December 2011, in accordance with the agreed timetable, with the exception of appeals that had previously been considered under the original appeals procedure, which would be considered in the early part of 2012.

The Portfolio Holder referred to the budget implications of implementing successful appeals to which the Chief Customer and Workforce Services Officer outlined the employee protection arrangements as well as how ongoing costs of appeal outcomes had been met.

Decision

- (i) That progress to date be noted.
- (ii) That the Appeals Panel Outcomes in respect of Council Employees, as detailed in a confidential appendix to the report be ratified.

The meeting concluded at 10.12 am.

P J DEVLIN

CHIEF SOLICITOR

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