

Council – 23rd February 2012

Removal of reference to Grading Appeals from the Council's Constitution

1. Summary of report

The Council's Appointments Board was convened on 2 February 2012 and a revised 'Appeals Procedure' was agreed. This revised procedure no longer requires Employment Appeal Committees A and B to hear employee appeals relating to grading matters and includes revised guidelines on dismissal appeals to Members. The unions have been consulted about these changes. The Appointments Board has made recommendations to Council to approve these changes.

2. Recommendations

Council be recommended to amend the delegations and remit of Employment Appeals Committee A and B by deleting reference to grading appeals.

3. Background

Walsall Council, like other local authorities nationally, carried out a review of pay and grading in order to implement the national Single Status Agreement. This was an agreement reached by all local authorities to bring together separate pay structures and to create a single set of pay conditions for staff on National Joint Council (NJC), and was agreed by Council on 11 July 2011.

Following on from the implementation of Single Status any requests in respect of grading will be considered in line with the pay and grading principles. The Council has received a total of 765 appeals specifically relating to pay and grading.

The Human Resources, Pay and Grading team have adopted a 'top down' approach for all appeals and local conventions have been agreed with employee representatives with regards to processing pay and grading appeals.

3. Legal implications

There are no specific legal implications to these recommendations being agreed by Council. The Council has an obligation to ensure that where it is determining or considering matters that it follows a proper procedure which accords with natural justice and the right to a fair hearing. The revised guidelines on procedure for hearing dismissal appeals will assist this objective.

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Signed:



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