

Notice of Meeting

General Purposes Committee

Date: Wednesday, 17 June 2015

Time: 16:00

Venue: Conference Room 1, (Beech Hurst), Beech Hurst, Weyhill Road,
Andover, Hampshire, SP10 3AJ

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Legal and Democratic Service

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The recommendations contained in the Agenda are made by the Officers and these recommendations may or may not be accepted by the Committee.

PUBLIC PARTICIPATION SCHEME

If members of the public wish to address the meeting they should notify the Legal and Democratic Service at the Council's Beech Hurst office by noon on the working day before the meeting.

Membership of General Purposes Committee

MEMBER

Councillor I Carr
Councillor M Hatley
Councillor N Adams-King
Councillor A Dowden
Councillor P Giddings
Councillor I Hibberd
Councillor A Hope
Councillor I Jeffrey
Councillor P Hurst
Councillor P North
Councillor G Stallard

Chairman
Vice Chairman

WARD

Charlton
Ampfield and Braishfield
Blackwater
Valley Park
Bourne Valley
Romsey Extra
Over Wallop
Dun Wallop
Tadburn
Alamein
Anna

General Purposes Committee

Wednesday, 17 June 2015

AGENDA

The order of these items may change as a result of members
of the public wishing to speak

- 1 Apologies
- 2 Public Participation
- 3 Declarations of Interest
- 4 Urgent Items
- 5 Minutes of the meeting held on 24 September 2014
- 6 Minutes of the Employment Appeals and Ethics Sub-Committee held on 8 April 2015
- 7 Staff Pay Award 2015/16 4 - 18
This report addresses the pay claim submitted by Unison for the year 2015/16
- 8 Scheme of Delegations to Officers 19 - 20
To approve the Council's Scheme of Delegations to Officers

Please refer to the Delegations to Officers which are available as an attachment to the Annual Council agenda dated 18 May 2015
- 9 General Purposes Committee - Appointment of Sub Committees 21 - 22
To establish Sub-Committees to deal with appeals

ITEM 7

Staff Pay Award for 2015/16

Report of the Chief Executive

Recommended:

That a pay increase be awarded to staff with effect from 1 April 2015 in accordance with the recommendation in paragraph 6.7

SUMMARY:

- The report addresses the pay claim submitted by the trade unions for the year 2015/16
- The Council's approved budget for 2015/16 contains provision for a potential pay award
- The Report recommends the following:
 - An increase of 2.5% on all points of TVBC's Pay Scales
 - The Council's lowest pay point will continue to exceed £7.85 per hour for all employees (except apprentices)

1 Introduction

1.1 Following consultation with its members, Unison have submitted a pay claim on behalf of its members, and those of GMB and Unite, for the year 2015/16 which is reproduced in full in Annex One to this Report and can be summarised as follows:

- A 3% across the board increase on all salary points and allowances (that is, an increase on all points of TVBC's Pay Scales)
- A continuing commitment to pay at least the living wage to its lowest paid employees.

1.2 The first limb of the claim is intended to apply to all Council employees, whereas the second is not intended to apply to apprentices who fall outside the ambit of both the Living Wage and the statutory national Minimum Wage.

2 Background

2.1 TVBC is not a party to the national pay bargaining arrangements for local government; its pay framework is based on locally agreed pay arrangements for all employees.

2.2 Recent pay awards to TVBC staff have been as follows:

2010/11 - no pay award

2011/12 - no general pay award but a one-off payment of £250 was made to staff whose full time equivalent earnings during the year were less than £21,000.

2012/13 - pay award comprising a 1% increase to all employees subject to a minimum increase of £250

2013/14 - pay award comprising a 1% increase to all employees subject to a minimum increase of £250

2014/15 - pay award comprising a 2.5% increase to all employees with an hourly rate of £7.65 being the lowest pay point for all staff (except apprentices)

2.3 To avoid confusion, it might be helpful to remind Members that the Treasury has no say in local government pay awards which are the subject of negotiation between Employers and Unions at a national level. As noted above, this Council is not a party to those national arrangements. As a point of reference, Employees in the national scheme received an unconsolidated lump sum payment ranging from £100 to £325 (for the lowest paid workers) for the nine month period from 1/4/13 to 31/12/14 and a 2.2% increase for the 15 month period commencing 1/1/15. This 2.2% figure equates to an annualised increase of 1.75%.

2.4 Following receipt of the pay claim, the Chief Executive was instructed by Portfolio Holders to undertake further negotiations with the unions. The aim was to establish whether it was possible to reach provisional agreement on a claim which could be brought before General Purposes Committee and which the Chairman would be willing to recommend to members of this Committee.

3 Corporate Objectives and Priorities

3.1 The issues of staff welfare, valuing our staff and competitiveness in the market place relate directly to the Council's Vision *to be an organisation of excellence* committed to improving the quality of life of all the people of Test Valley.

4 Consultations/Communications

4.1 The matter has been the subject of consultation with relevant Portfolio Holders and of negotiation with the unions.

5 Information Relating to the Claim

- 5.1 The cost of a 3% increase on all points of TVBC’s Pay Scales and relevant comparators are set out below:

Percentage increase	Financial Impact (including on-costs) £	Comments
1.5	235,000	
1.75	274,000	Equivalent to the average annualised national pay award
2.0	314,000	
2.2	345,000	Equivalent to the average compound (15 month) national pay award
2.5	392,000	Contained within the Council’s budgetary provision for 2015/16
3.0	470,000	Unison Claim

- 5.2 The second limb of the claim refers to the Living Wage. This needs to be distinguished from the national Minimum Wage which is set by law. Promoted by a charitable body (the Living Wage Foundation), the Living Wage is based on a calculation of minimum living costs for basic needs such as housing, food, utilities, transport, health care, and recreation. This is then translated into a wage requirement based on a weighted average of the wage for different household groups. Employers are invited to sign up voluntarily to a commitment to pay the Living Wage. Further information is available at: <http://www.livingwage.org.uk/what-living-wage>
- 5.3 Last year (2014), the unions claimed “for an hourly rate of £7.65 to be the lowest pay point so that no-one at TVBC earns less than the Living Wage”. Members acceded to and implemented this element of the claim by agreeing a lowest entry point on the Council’s pay scales of £15,297.

They were, however, explicit that this did not represent a commitment by TVBC to becoming a Living Wage Employer. Such a commitment was not considered desirable as it raised the spectre of the rate of future increases being taken outside Members' control and of the Council being tied into increases which could potentially outstrip TVBC's pay awards.

- 5.4 The Living Wage increased in November 2014 to £7.85 per hour (annual salary equivalent of £15,144), which remains below the above entry point of £15,297. Accordingly, the Council will continue to pay at least the living wage to its lowest paid employees, albeit again without the commitment to becoming a Living Wage Employer as such.

6 Options and Option Appraisal

- 6.1 The first option relates to whether or not it is appropriate in the present circumstances to make a pay award. It involves, amongst other things, balancing the duty to make efficient and prudent use of public funds in a time of economic austerity with the need to recognise the contribution made by staff and to maintain a high performing organisation.
- 6.2 On the one hand, the Council's finances remain under severe pressure as cuts in government funding continue to bite. A pay freeze would offer the valuable opportunity for a base budget saving.
- 6.3 On the other hand, members were mindful in preliminary discussions on this matter that TVBC staff (along with many others) have seen an erosion in the 'real' value of their earnings over the recent years of pay restraint. Members also noted the positive attitudes consistently displayed by the vast majority of staff over that same period, and the consequential impact upon organisational performance.
- 6.4 In the same discussions, Members noted the difficulties which the Council has been encountering of late in recruitment. This has been most visible perhaps in the Planning and Building Service, but equal pressures have been felt in the Environmental, Estates and IT Services.
- 6.5 Against this background, the Chief Executive was given a mandate by Portfolio Holders to seek to reach provisional agreement (that is, subject to the decision of this Committee) with the unions on a pay increase.
- 6.6 The second option relates to the size and nature of any such increase which is a matter for Members' judgement.
- 6.7 The eventual outcome of the discussions alluded to in the above paragraph was an agreement that the Chairman would recommend to this Committee and that the unions would recommend to their members the following:

- An increase of 2.5% on all points of TVBC's Pay Scales
- The Council's lowest pay point will continue to exceed £7.85 per hour for all employees (except apprentices)

6.8 The Executive of each of the three trade unions has recommended that their members accept the offer. The outcome of their ballots/consultation with their members will be reported verbally to the Committee.

7 Resource Implications

7.1 The cost of an overall increase of 2.5% would be £392,000 which can be contained within the Council's budgetary provision for 2015/16 for Inflation and Corporate Contingencies.

8 Risk Management

8.1 A risk assessment has been completed in accordance with the Council's Risk management process and the existing risk controls in place mean that no significant risks (Red or Amber) have been identified.

9 Legal Implications

9.1 None

10 Equality Issues

10.1 An EQIA screening has been completed in accordance with the Council's EQIA methodology and no potential for unlawful discrimination and/or low level or minor negative impact have been identified, therefore a full EQIA has not been carried out.

11 Conclusion

11.1 The proposals contained in this report seek to strike a balance between prudent financial decision making and demonstrating recognition of the value of the Council's staff.

<u>Background Papers (Local Government Act 1972 Section 100D)</u>			
Information about the Living Wage - http://www.livingwage.org.uk/what-living-wage			
<u>Confidentiality</u>			
It is considered that this report does not contain exempt information within the meaning of Schedule 12A of the Local Government Act 1972, as amended, and can be made public.			
No of Annexes:	1		
Author:	Chief Executive	Ext:	8101
File Ref:			
Report to:	General Purposes Committee	Date:	17 June 2015



PAY CLAIM 2015

INTRODUCTION

This pay claim is submitted by UNISON on behalf of Test Valley Borough Council.

UNISON's claim seeks to achieve the following:

- appropriate reward for the major change our members have experienced for example, cuts in services and public sector, constant targeting of public services and restructures with increased workload resulting from reduced staff levels. Members of staff have demonstrated a level of determination, innovation and stoicism which should be recognised and rewarded
- reward for the increasing stress faced by front line workers arising from increased workload following cuts in staff both within and outside of Test Valley, increase in our customer numbers
- a pay rise to help restore and/or maintain living standards of staff.
- reward to address the fall in living standards and ensure that the workforce shares in the economic recovery and benefits the local economy.

UNISON is therefore submitting the following claim for 2015 which seeks to improve and enhance the morale and productivity of these staff. Meeting our claim will give the the opportunity to demonstrate its commitment to creating a workforce which is well-paid and high in morale and productivity. The claim is straightforward and realistic.

SUMMARY CLAIM

We are seeking:

- A 3% cross the board increase on all salary points and allowances
- A continuing commitment to pay at least the living wage to its lowest paid employees.

1. BACKGROUND TO THE CLAIM

An increase will help restore and maintain living standards of the staff who have seen their real pay eroded over almost a decade.

Members were consulted at our annual AGM and came out in unanimous support for the 3%

The greatest asset of Test Valley Borough Council is its employees. Staff are looking to this pay round for evidence of the value which Test Valley Borough Council places upon them and that they will share in the economic recovery.

This claim is both realistic and fair. The following gives full justification for the claim. UNISON hopes that Test Valley Borough Council will give this claim the full consideration and response which the staff expect and justly deserve.

2. COST OF LIVING

According to the Office for National Statistics (ONS):

The Retail Price Index rose from 222.8 (April 2010) to 255.7 (April 2014) – an increase of 14.77% (January 1987 = 100). Over the same period the Consumer Price Index rose from 114.2 (April 2010) to 128.1 (April 2014) – an increase of 12.17% (2005=100).

Salary April 2010	April 2014 Salary that maintains real value. (Salary April 2010 uprated in line with RPI)
10000	11476.66
12000	13771.99
15000	17214.99
18000	20657.99
20000	22953.32
25000	28691.65
30000	34429.98
40000	45906.64
50000	57383.30

UNISON believes that the Retail Price Index (RPI) measure of inflation represents the best measure of changes in prices faced by employees, as it includes the housing costs that form a significant part of most employee's expenditure, data collection is tied more tightly to working households than the Consumer Price Index (CPI).

In addition CPI utilises a statistical method called the geometric mean, which is based on the idea that consumers switch to cheaper products when faced with price rises. UNISON does not believe that this is an appropriate method for calculating inflation and results in a consistent under-estimation of the real inflation in the cost of living faced by members.

Therefore, UNISON supports the use of RPI, which remains the most widely used basis for pay negotiations across the public and private sector.

3. FORECAST INFLATION RATES

The Treasury average of independent forecasts places RPI inflation at over 3% between 2015 and 2018. The medium term forecast put the expected rates at the following levels.

Year	RPI forecast (% increase)	Cumulative increase in cost of living (%)
2014	2.4	2.4
2015	3.1	5.6
2016	3.5	9.3
2017	3.4	13.0
2018	3.4	16.8

Source: HM Treasury Forecasts for the UK Economy at http://www.hm-treasury.gov.uk/data_forecasts_index.htm

Pay increases below these forecasts will only lead to a further erosion in the real value of take home pay.

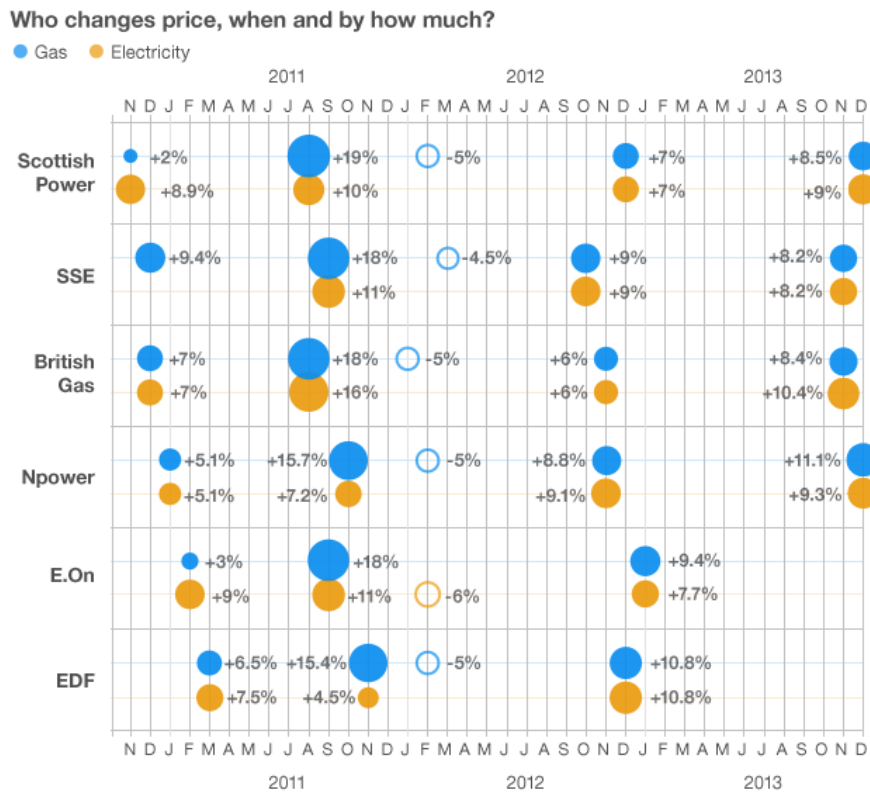
4. INFLATION COMPONENTS

The changes in the price of components of the Retail Price Index over the year to July 2014 are shown in the table below.

Item	Average % increase year to July 2014
Personal expenditure	4.6
Consumer durables	4.3
Alcohol and tobacco	3.3
Housing and household expenditure	3.1
Mortgage interest payments and council tax	2.7
Travel and leisure	1.7
Food and catering	0.6
All goods	1.8
All services	2.8
All items	2.5

Source: Office for National Statistics, Consumer Price Inflation Reference Tables, July 2014. Latest figures can be obtained from the Office of National Statistics website at www.ons.gov.uk

Within these figures, household utility bills saw some of the highest rises, with gas prices up by 5.1% and electricity by 5.6%. The graph produced by the BBC below shows the dramatic upward trends across the major six suppliers over the last three years.



A 7.4% acceleration in prices for clothing and footwear was also a notable feature of the July Retail Price Index and transport fares grew by 4.2%. The July RPI figures also form the basis for permitted rail fare increases in 2015, which means that the average fares will be allowed to rise by 3.5%.

However, it is the escalation in the price of housing that is one of the biggest issues facing employees and their families. Across the UK, house prices rose by 10.2% in the year to June 2014, taking the average house price to £265,000 Jan¹. First time buyers bore the brunt of increases, seeing average prices jump 12%.

The rate of rent increases has been more modest at 2%, but nonetheless average annual rent now stands at £9,036².

Though not specifically assessed by CPI or RPI figures, childcare costs represent a key area of expenditure for many staff (UNISON surveys have consistently found that around a third of staff have child caring responsibilities). Therefore, it is also worth noting that the annual Family & Childcare Trust survey³ for 2014 found that average childcare costs have risen by 27% over the last five years. The average cost of sending a child under two to nursery part-time is now £5,710 per year and a family with two children in full-time childcare pays £11,700 a year.

Current inflation rates can mask longer term changes in the cost of living that have taken place since 2010. For instance, food price inflation is currently quite low, but since 2010 it has seen major rises, as reflected in the table below.

¹ Office for National Statistics, House Price Index, June 2014
² LSL Property Services Monthly Rent Index, August 2014
³ Family & Childcare Trust, Childcare Costs Survey 2014

Item	Rise in cost since 2010	Item	Rise in cost since 2010	Item	Rise in cost since 2010
Food	13%	Potatoes	22%	Electricity	28%
Beef	26%	Fruit	12%	Gas	38%
Fish	20%	Rent	11%	Petrol	12%
Butter	29%	Mortgage interest payments	8%	Rail fares	21%
Cheese	15%	Water	18%		

5. OTHER ASPECTS OF HOUSEHOLD INCOME

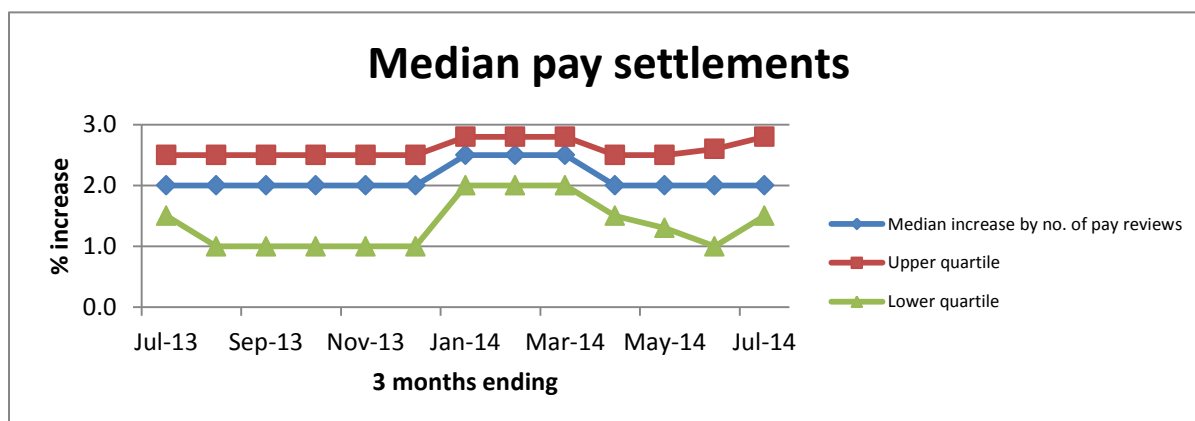
Earlier sections have already demonstrated that pay has not kept pace with inflation. Other aspects of household income have also seen their real value reduced and will, under current Government plans, continue to do so.

Child Benefit and Tax Credits, for example, have not kept pace with inflation and the operation of tapers has clawed back most of any increases in personal tax allowances. The replacement of Council Tax Benefit with locally determined arrangements for Council Tax Support have resulted in significant additional increases for those on low incomes.

6. PAY SETTLEMENTS

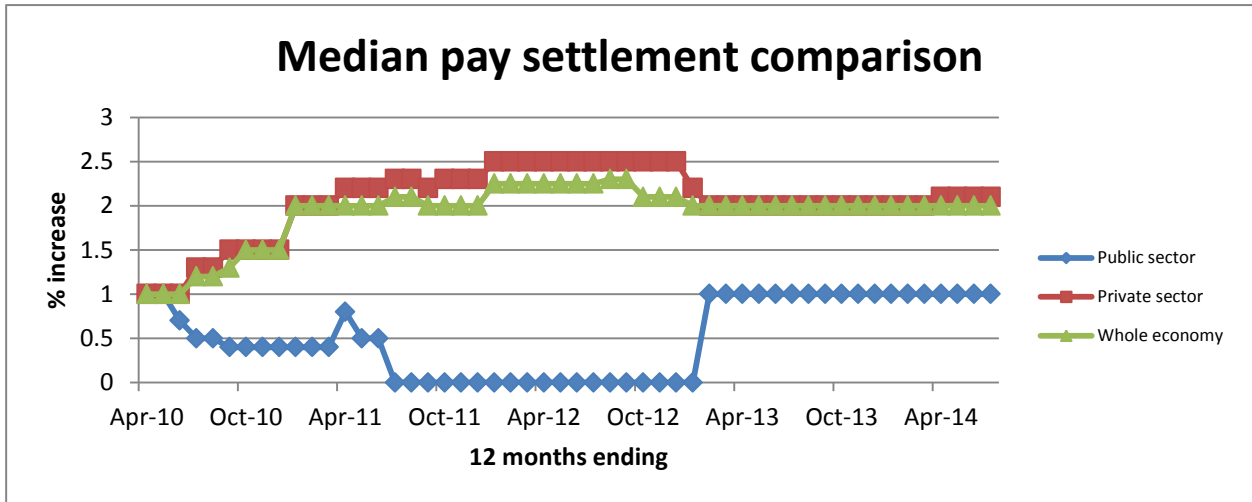
The median pay settlement level for the whole economy for the three months to the end of July 2014 was 2.0%, with an upper quartile of 2.8% and a lower quartile of 1.5%. (Source: www.xperthr.co.uk)

Pay settlements across the economy have averaged 2% in the three months period to July 2014, continuing the level prevalent since April 2013. This level of settlements is well below the long-run median of between 3% and 3.5%.



Source: Industrial Relation Service - www.xperthr.co.uk

Since April 2010, a significant gap has opened up between private and public sector settlements. Public sector settlements averaged 1% in the period to April 2014, which is less than half the 2.1% rate prevalent in the private sector.



Source: Industrial Relation Service - www.xperthr.co.uk

Median pay settlements in the private sector have been higher than those in the public sector since June 2010. In March 2014 private sector employers were predicting median pay settlements of 2.5% over the year to February 2015⁴.

7. ECONOMIC FORECAST (AVERAGE EARNINGS)

The Office for Budget Responsibility publishes an Economic and Fiscal Outlook (EFO) at the same time as the Budget and the Autumn Statement. The latest EFO forecasts earnings growth of 3.2% in 2015.

Table 1.1: Economic forecast overview

	Percentage change on a year earlier, unless otherwise stated						
	Outturn		Forecast				
	2012	2013	2014	2015	2016	2017	2018
Average earnings	2.0	1.5	2.5	3.2	3.6	3.7	3.8

Source: Office for Budget Responsibility: Economic and Fiscal Outlook: March 2014

8. RECRUITMENT AND RETENTION ISSUES

High turnover is costly to Test Valley Borough Council and investing in competitive pay will help to retain staff.

⁴ Pay forecasts for the private sector: 2014 Xperthr survey, March 2014

The proportion of the economically active population who were estimated to be unemployed averaged 6.4% over the three months to June 2014, down from 8% two years previously. The latest Treasury forecasts predict this rate will continue to fall to 6.1% by the end of 2014 and 5.7% in 2015.

There were over three unemployed people for every vacancy on average in the three months to June 2014, down from over five per vacancy two years previously.

The latest labour market survey by CIPD shows that public sector employers are now having greater difficulties filling vacancies than the private sector. The costs to the employer of losing staff were highlighted in the finding that median recruitment cost for filling senior manager / director vacancies stood at £5,000 while other employees cost £2,000 to replace.

The level of pay was the second most common reason for labour turnover, after 'change of career' and 'promotion outside the organisation'. Nearly 40% of respondents to the CIPD survey cited pay as their reason for leaving. Pay in Test Valley Borough Council should be set at a level that will recruit and retain high quality staff.

The reasons given for facing recruitment difficulties are summarised in the table below

	All	Manufacturing and production	Private services	Not-for-profit sector	Public sector
Lack of necessary specialist or technical skills	61	64	63	56	60
Look for more pay than you could offer	44	41	45	47	40
Lack of relevant sector/ industry experience	40	75	43	22	21
Reluctance to change jobs in the current economic climate	17	18	19	11	16
Image of sector/occupation/ organisation	17	11	12	22	26
Relocation difficulties	17	20	16	8	21
No applicants	16	7	17	22	16
Lack of general experience	12	7	13	11	14
Lack of interpersonal skills	12	11	13	8	12
Lack of formal qualifications	4	5	5	0	5
The impact of the immigration cap	3	5	3	3	2
Other	4	0	2	6	12

Base: 245

9. LOW PAY

It is vital that pay settlements continue to address the ongoing general problem of low pay in Test Valley Borough Council.

High inflation levels over the past year have been particularly hard on those at the bottom end of the pay scale because they spend a higher proportion of their salary on basics such as fuel, light and housing. With less disposable income, low paid workers are having increasing difficulty providing an adequate living standard for their children.

The Joseph Rowntree Foundation also calculates a Minimum Income Standard, which is based on what members of the public think people need to achieve a socially acceptable standard of living. In 2014, that standard stood at £16,300 for a single person and £20,300 each for a couple with two children, both working full-time⁵.

10. MINIMUM WAGE

The minimum wage rose in October 2014 to £6.50 an hour. This gives a minimum full time wage of £12,539.67⁶ a year from October 2014

11. LIVING WAGE

The 'Living Wage', or 'minimum income standard' is increasingly being used to determine the basic level of income required to avoid poverty and have a 'low cost but acceptable' standard of living.

The Living Wage is currently £7.85/hour (£9.15/hour in London)

£7.85/hour is equivalent to £291.23/week for a 37 hour week or an annual salary of £15,144.06.⁷

A growing number of local authorities are using the Living Wage as the minimum rate of pay for their employees. They are ensuring that all their staff are paid above this minimum level, and that all contracts they are responsible for have staff paid above this rate.

In September 2014 UNISON and the Church of England reached a landmark agreement to bring the living wage to all their schools.

Test Valley should continue its commitment to pay at least the living wage to its lowest paid employees

12. INCLUDED IN THE RECOVERY

Test Valley Borough Council employees need to be included in the recovery and see their pay rise as the economy grows

- The Office for Budget Responsibility is forecasting earnings growth of 2.5% in 2014, 3.2% in 2015, 3.6% in 2016, 3.7% in 2017 and 3.8% in 2018
- The Chancellor of the Exchequer pointedly referred to this earnings growth forecast in his last Budget speech

“And the OBR predict earnings to grow faster than inflation this year and in every year of the forecast.” (George Osborne, 19 March 2014)

⁵ Joseph Rowntree Foundation, A Minimum Income Standard for the UK in 2014, July 2014

⁶ £6.50/hour times 37 hours times 52.14

⁷ £7.85 times 37 hours times 52.14

- The Prime Minister supports the idea that everyone should share in the economic recovery:
“As we recover from the great recession hard working people..... can know they will share in the recovery” (David Cameron, 4 March 2014)
- *“People want an economic recovery for everyone” (George Osborne, 24 May 2014).*
- *“We must redouble our efforts to ensure this is an economic recovery for all” (George Osborne, 24 May 2014)*
- *“...so that every single person benefits from the recovery” (Greg Mulholland MP (Lib Dem) 25 July 2014)*
- The Opposition also says that everyone must benefit from the recovery:
“We need a UK recovery that everyone can benefit from” (Ed Balls, 22 July 2013)
“If we’re to get a strong and balanced recovery which everyone benefits from.....(Chris Leslie, Shadow Chief Secretary to the Treasury, 20 July 2014)

13. AFFORDABILITY

Although we are in difficult economic times Test Valley can ill afford to stop investing in its staff and we believe that this claim is well within affordable parameters.

14. CONCLUSION

There can be no doubt that all staff working for Test Valley Borough Council have seen a significant fall in their living standards. Their real earnings have fallen substantially.

To deliver a quality service Test Valley Borough Council relies on its workforce and the retention of a specialist, skilled, experienced and dedicated workforce is important to the quality of service delivery. Competition for that workforce from other sectors is strong.

2015 is the year in which Test Valley Borough Council can begin to demonstrate that its workforce is included in the recovery. This is a fair and realistic claim which we ask the Test Valley Borough Council to meet in full.

<u>Background Papers (Local Government Act 1972 Section 100D)</u>			
None			
<u>Confidentiality</u>			
It is considered that this report does not contain exempt information within the meaning of Schedule 12A of the Local Government Act 1972, as amended, and can be made public.			
No of Annexes:	None	File Ref:	
(Portfolio: Leader) Councillor Carr			
Officer:	E Silverton	Ext:	8001
Report to:	General Purposes Committee	Date:	17 June 2015

ITEM 9 General Purposes Committee – Appointment of Sub-Committees

Report of the Head of Legal and Democratic Services.

Recommended:

1. **That a Redundancy Appeals Sub-Committee of the General Purposes Committee be established comprising four members to deal with redundancy appeals and that Councillors,,, and be appointed to the Sub-Committee.**

2. **That an Employment Appeals and Ethics Sub-Committee of the General Purposes Committee be established comprising five members to deal with all other appeals to members by staff relating to employment matters (save for redundancy matters) as well as matters of an ethical nature concerning Members as delegated on 25 July 2012 and that Councillors,,, and be appointed to the Sub-Committee.**

SUMMARY:

- To establish Sub-Committees to deal with appeals.

1 Background

- 1.1 Part of the role of these Committees is to hear appeals. The Dispute Resolution Regulations 2004 introduce statutory discipline and dismissal procedures which, inter-alia, extends the right of appeal to employees whose posts have been made redundant or dismissed.

- 1.2 Whilst the Cabinet makes decisions on redundancies, some members of the Cabinet are also members of the General Purposes Committee. It would not therefore be appropriate for those members to hear appeals against redundancy.

- 1.3 The Employment Appeals Sub-Committee will be able to hear any type of appeal other than those against redundancy

2 Debate on Issues

- 2.1 The Appeal Procedure Rules for appeal hearings for both the Committee and Sub-Committees will be those relevant to the appeal as set out in the Council's Personnel Policies and Procedures current at the time the appeal is made.

<u>Background Papers (Local Government Act 1972 Section 100D)</u>			
None			
<u>Confidentiality</u>			
It is considered that this report does not contain exempt information within the meaning of Schedule 12A of the Local Government Act 1972, as amended, and can be made public.			
No of Annexes:	None	File Ref:	
Officer:	E Silverton	Ext:	8001
Report to:	General Purposes Committee	Date:	17 June 2015