

EMPLOYEES' CONSULTATIVE FORUM

MINUTES

30 JUNE 2010

Chairman:	* Ms L Ahmad	
Councillors:	* Mrs Camilla Bath	* Phillip O'Dell
	* Bob Currie	* Paul Osborn
	* Graham Henson	* Bill Stephenson
	* Barry Macleod-Cullinane (1)	
Representatives of HTCC:	Ms L Snowdon	
Representatives of UNISON:	* Mr D Butterfield	* Mr G Martin
	* Mr S Compton	* Mr R Thomas
Representatives of GMB:	* Mr J Dunbar	* Ms B Goring

* Denotes Member present
(1) Denotes category of Reserve Members

11. HR Policy Framework - Fair Treatment Suite Review

The Forum considered a report of the Divisional Director of Human Resources and Development which set out the outcome of a review of the Fair Treatment Suite of procedures implemented in 2009 on a one year trial basis, highlighting the key changes that had resulted. He noted that the implementation of the toolkit had proved successful and there had been a significant reduction in the number of Employment Tribunal Claims received, compared to previous years. The report submitted now sought implementation of the proposals on a formal basis.

An employee representative noted that he was unable to comment on the information stated as he had not received it and the Divisional Director of Human Resources and Development responded that the employee representatives had been an active part of the consultation process, noting that he would ensure the information was provided.

A Member spoke on the proposals noting that he considered the approach to be correct, although further detailed monitoring information needed to be provided to individual Portfolio Holders on the numbers of Dignity at Work complaints and Conduct cases in their service remits to ensure their awareness of such matters.

A Member noted, which was supported by the employee representatives, that GMB had never been supportive of the proposals and that Unison had agreed to the Pilot but were unconvinced with regard to its implementation and wished to return to the previous system. Unison continued to object to the removal of Members from the grievance procedure.

Resolved to RECOMMEND: (to the Portfolio Holder for Performance, Customer Services and Corporate Services) That:

- (1) the outcomes of the pilot of the Fair Treatment Suite be noted;
- (2) a further pilot be implemented for one year of the Fair Treatment Suite with Stage 3 Dignity at Work Appeals being subject to consideration by Member level Personnel Appeals Panels, in line with the current Conduct Appeals process, to allow comparative assessment of such an appeals process with the previous pilot scheme;
- (3) Portfolio Holders receive monthly summary reports of all grievances / disciplinary appeal cases under consideration within their Directorate Service areas.

(Signed) LYNNE AHMAD
Chairman