

MINUTE of MEETING of the EMPLOYEE APPEALS COMMITTEE (PRIVATE) of WEST Lothian Council held within CONFERENCE ROOM 3, WEST Lothian Civic Centre, on 14 DECEMBER 2016.

Present – Councillors John McGinty (Chair), Anne McMillan, George Paul, Jim Walker

1. DECLARATIONS OF INTEREST

Councillor John McGinty declared a non-financial interest in that he was an ordinary member of Unite.

Councillor Anne McMillan declared a non-financial interest in that she was an ordinary member of Unite.

Councillor George Paul declared a non-financial interest in that he was a member of UCATT.

2. MINUTE

The committee confirmed the Minute of its meeting held on 10 November 2016 as a correct record.

3. PRIVATE SESSION

The committee resolved in terms of Paragraph 1 of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973, that the remaining items of business be taken in private.

4. CONSIDERATION OF APPEAL

Introductions were made by all parties and the Clerk explained the procedure that would be followed.

The committee was invited to consider a Stage 3 Grievance brought forward by four employees within Operational Services. The grievance had called at a previous hearing when it was adjourned for further information to be submitted.

The four appellants were in attendance at the hearing.

The management was represented by Jim Jack, Head of Operational Services and Fraser Mackenzie, HR Manager.

The committee heard the applicants speak in relation to their grievance and additional information submitted.

The Management were given an opportunity to question the appellants.

The committee had an opportunity to question the appellants.

The committee heard the management speak in relation to the grievance and additional information submitted

The appellants were given an opportunity to question the management.

The committee had an opportunity to question the management.

Finally, each side summed up the merits of their case.

All parties then left the room to allow the committee to consider its decision in private

All parties then returned to hear the decision of the committee of the committee.

Decision

The committee found that the grounds of the grievance were not substantiated and therefore the appeal was not upheld.

The committee recommended that:

1. Management ensure that all staff understand and acknowledge changes in pay structure; and
2. Management ensure that staff are aware of who has responsibility on site.