

2I Appeals Committee

Appendix A

1. Appeals Committee

Appointed by Council at the first business meeting of the municipal year to meet on an ad hoc basis to act as the final internal appeal body to deal with grievances and disciplinary or dismissal appeals.

2. Membership

a) **Political Balance.** The rules of proportional political balance apply in accordance with the requirements of the Local Government & Housing Act 1989

b) **Membership.** 6 Members

c) **Chairing the Committee.** Chairman to be appointed at each meeting.

NB All Members must have received relevant training on the process and procedures to be followed. Updated training will be provided prior to each meeting of the committee.

3. Terms of Reference

1. To act as the final internal body to hear and determine appeals, in accordance with the relevant Council policies and procedures for:

a. Dismissal for misconduct

b. Dismissal for capability

c. Dismissal arising from the Council's Managing Attendance Policy

2. To consider any appeal by an employee that the selection criteria for redundancy has been unfairly applied in their case under the Council's Redundancy Policy.

3. To act as the final internal appeal body to determine staff grievances at stage 3 and in accordance with the Council's approved Grievance procedures.

4. To determine or make recommendations, as appropriate, on any other staffing matter referred to the Panel by the Head of Paid Service.

NOTE: There is a separate Committee to deal with matters relating to Statutory Officers - see Appointment & Employment Panel Terms of Reference & Officer Employment Procedure Rules