

DERBYSHIRE COUNTY COUNCIL
REGULATORY – LICENSING AND APPEALS COMMITTEE

24th July 2017

Report of the Director of Legal Services

Appeals Panel; Delegation of Functions

1. Purpose of Report

To invite the Committee to agree the delegation of the employment appeals function to Strategic Directors.

2. Information and Analysis

Under the terms of the Council's personnel procedures (disciplinary, grievance etc.) appeals are currently heard by an Appeals Panel of Members drawn from this Committee. This is reflected in the terms of reference of the Committee.

It is proposed that in future this function will be delegated to Strategic Directors and members of their senior management teams. A report will be made annually to this Committee with statistical information as to appeals considered in the previous 12 months and drawing attention to any organisational issues that may have arisen.

The relevant policies and guidance will be amended so as to reflect this change. Appeals that have been lodged with the Council prior to the date of this report will be heard in accordance with the previous arrangements. The trade unions were notified of the change at the meeting of the CJC on the 6th July.

3. Other Considerations

In preparing this report the relevance of the following factors has been considered: - prevention of crime and disorder, equality of opportunity; environmental, health, human rights, personnel and property considerations.

4. Officer Recommendations

That the Committee approves the delegation of appeals to Strategic Directors and members of their senior management teams with immediate effect.