

GRIEVANCE AND DISPUTES PANEL

Minutes of meeting held in Committee Room 3, Council Offices, Almada Street, Hamilton on 30 October 2019

Chair:

Councillor Graeme Horne

Councillors Present:

Councillor Geri Gray, Councillor Margaret B Walker

Attending:

Finance and Corporate Resources

S McLeod, Administration Officer; E Maxwell, Personnel Adviser

1 Declaration of Interests

No interests were declared.

2 Urgent Business

There were no items of urgent business.

3 Exclusion of Press and Public

The Panel decided: that, in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, the press and public be excluded from the meeting for the next item of business on the grounds that it was likely that there would be disclosure of exempt information in terms of Paragraph 1 of Part I of Schedule 7A of the Act.

4 Grievance

The Panel considered a grievance (Ref G/1/19) by an employee of the Council.

The employee was present and represented by J Clark of Unite the Union. The Council was represented by a Head of Service from the employee's Resource. All parties were heard in relation to the matter and then withdrew from the meeting.

The Panel decided: that the grounds of the grievance had been substantiated in part to the extent that the Panel considered that communication regarding the process and the specific requirements for the tasks and pay associated with the post in question could have been made clearer to the employee and everyone else involved in the process, however, acknowledged that it was satisfied that the Resource had now committed to clarifying the requirements of the post no later than the end of this financial year.