

## **Grievance Procedure**

Policy Document BTC/009/GR

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### **1. PURPOSE AND SCOPE**

It is the policy of the council to give employees the opportunity to air and seek redress for any individual employment grievance which they may have. Grievances may be any concerns, problems or complaints employees wish to raise with the council. This document describes the procedure which aims to facilitate a speedy, fair and consistent solution to an individual employee's employment grievance. This procedure is produced in line with the ACAS Code of Practice 2009 as set out in the Employment Act 2008.

### **2. PRINCIPLES**

- a) At every stage in the procedure the employee will be given the opportunity to state his or her case before any decision is made.
- b) Grievances will be dealt with promptly and consistently
- c) At all formal stages the employee will have the right to be accompanied by a work colleague, trade union representative or another appropriate representative during the Grievance Hearing.
- d) An employee will have the right to appeal against any outcome of a Grievance Hearing.
- e) At no time will an employee be penalised or victimised for having raised a Grievance against the Council

### **3. PROCEDURE**

3.1 Wherever possible, any grievance should be raised informally with the employee's line manager, or if this is inappropriate with the next level of management. In the case of the Clerk to the Council raising a grievance this should be directed to the Mayor or Deputy Mayor unless the complaint is about the Mayor or Deputy Mayor in which case another Member can be identified to handle the Clerk's concerns. The recipient of the grievance from a Clerk should share the grievance with the Chair of the Staffing Committee and the issues should be treated with discretion and confidentiality at all times.

3.2 **Written Statement:** If the employee does not consider it appropriate to raise the grievance informally, or if requested by the person the employee spoke to informally, then the employee should submit a formal grievance in writing to their line manager, or if this is inappropriate to the Chair of the Staffing Committee.

3.3 **Meeting or Hearing:** Generally, within a reasonable period of time e.g. five working days of receipt of a written complaint, the Clerk and the Chair of the Staffing Committee will arrange a meeting with the employee. The Clerk will endeavour to make the meeting arrangements mutually convenient and will arrange a confidential location, free from interruptions. The Clerk will investigate the substance of the complaint and hear submissions from the employee concerned together with such other submissions or evidence as s/he shall consider appropriate

and take such steps as s/he shall consider necessary to resolve the issue raised. It may be necessary to adjourn the meeting in order for an investigation to take place. Careful consideration of the evidence and the necessary steps required to resolve the problems will be given to the grievance. The employee may call witnesses by prior arrangement with the Clerk and Chair of the Staffing Committee. There is no right for a Member or employee implicated in an employee's grievance to cross examine the aggrieved during a grievance hearing but the Clerk and/or Chair of the Staffing Committee may wish to make its own investigations through interviewing these individuals and/or other witnesses separately. The Clerk and/or Chair of the Staffing Committee may ask the employee what he or she would like to happen as a result of raising the grievance and bear this in mind when preparing the response.

**3.4 Response:** The Clerk or Chair of the Staffing Committee will advise the decision to the employee in writing and, where appropriate, include an action plan to assist in the resolution of the problem.

**3.5 Appeal:** If the employee is dissatisfied with the decision s/he may appeal against the decision to the Clerk and/or Chair of the Staffing Committee or other elected Member by written notice within five working days of the decision. An Appeal may be raised if:

- The employee thinks the finding, or action plan, is unfair
- New evidence has come to light
- The employee thinks that the procedure was not applied properly

On receipt of the appeal an Appeals Panel, chaired by the Mayor or another Member not involved in the original hearing, shall arrange to meet and consult with the employee, the line manager or Members concerned and any other persons, as s/he shall consider appropriate without unreasonable delay. The Appeal Hearing Chair shall consider the issues and shall then take all such steps, as s/he may consider necessary to resolve those issues. The decision of the Appeal Hearing will be final. The outcome of the appeal will be conveyed to the employee in writing in a timely manner.

**3.6 Bullying or Harassment:** If a grievance concerns alleged bullying or harassment the matter should be reported promptly to the Clerk or a Member if more appropriate, with an indication of the required action. The complaint will then be investigated and any action taken and any resolution achieved will be reported back. If the solution is not satisfactory to the complainant, the matter will be discussed further and, if appropriate, an alternative solution agreed. The decision at this stage will generally conclude the enquiry. If a further appeal or review is available the employee will be notified. As a result of an investigation into a claim of harassment disciplinary action may be instigated against any alleged perpetrators of the action or in the case of alleged perpetrators being elected Members a Code of Conduct complaint lodged by the Council through the Standards process. Refer to the Dignity at Work/Bullying and Harassment Policy for further details.

**3.7 Right to be Accompanied:** At any formal stage of the procedure an employee may be accompanied by a fellow employee of their choice, their trade union representative or another suitable representative but as this is an internal procedure they will not be entitled to be accompanied by any external supporter e.g. partner, parent, solicitor etc without prior

agreement with the Council. This right to be accompanied is enshrined in the Employment Relations Act 1999. To exercise this right the employee should make a reasonable request. The companion will be allowed to address the hearing, put and sum up the employee's case, respond to views expressed at the hearing and to confer with the employee during the hearing (sometimes in an adjournment) but is not allowed to answer questions on the employee's behalf, address the hearing if the employee does not wish it or prevent the employer from explaining their case.

**3.8 Hearing Panels:** The Staffing Committee of the council will be the *Hearing Panel*. Please note that the *Appeal Panel* will be made up of Members not involved in the original hearing.

**3.9 Confidentiality:** So far as is reasonably practicable, the Council will keep any grievance or complaint of harassment confidential between the Clerk or Member investigating the grievance or complaint, the employee and the person about whom the grievance or complaint is made. If it is necessary to investigate the matter with any other employee or person, the employee will be so advised.

**3.10 Record Keeping:** In all cases, written records of the nature of the grievance raised, the employer's response, action taken (with reasons), details of any appeal and subsequent developments will be retained and kept in accordance with the Data Protection Act 1998.

**3.11 Grievances raised during Disciplinary:** In some circumstances when a disciplinary process has commenced an employee chooses to exercise his/her right to raise an internal grievance about the employment relationship with the council or individual Members. The council will place on hold the disciplinary process until the grievance has been addressed.