

LANDEWEDNACK PARISH COUNCIL

GRIEVANCE PROCEDURE

1. INTRODUCTION

- 1.1. This procedure applies to all employees of Landewednack Parish Council.
- 1.2. The objectives of the procedure are: -
 - To foster good relationships between the Council and its employees by discouraging the harbouring of grievances;
 - To settle grievances as near as possible to their point of origin;
 - To ensure the Council treats grievances seriously and resolves them as quickly as possible; and
 - To ensure that employees are treated fairly and consistently throughout the Council.
- 1.3. Matters excluded from this procedure are as follows: -
 - Appeals against salary or gradings;
 - Appeals against disciplinary actions;
 - Income tax, national insurance matters, rates of pay collectively agreed at the national or local level;
 - Rules of pension schemes; and
 - A grievance about a matter over which the Council has no control

2. INFORMAL GRIEVANCE PROCEDURE

In the interests of maintaining good working relations the employee is encouraged to first discuss any grievance with the person concerned with a view to resolving the matter informally if appropriate. If the employee feels that this is not appropriate or he or she wishes to pursue a formal grievance they should follow the procedure detailed below.

3. FORMAL GRIEVANCE PROCEDURE

STANDARD COUNCIL GRIEVANCE PROCEDURE

- 3.1. The employee must set out his/her grievance in writing ("Statement of Grievance") and submit this to the HR Committee
- 3.2. Once the HR Committee has had a reasonable opportunity to consider its response to the information provided in the Statement of Grievance the employee will be invited to attend a grievance meeting to discuss the matter.
 - (i) The employee must take all reasonable steps to attend the meeting.
 - (ii) Grievance meetings will normally be convened with 10 working days of the HR Committee receiving the Statement of Grievance.
 - (iii) The employee has the right to be accompanied to a grievance meeting by a friend or by a Trade Union representative.

- (iv) If the meeting is inconvenient for either the employee or his or her companion, the employee has the right to postpone the meeting by up to 5 working days.
- 3.3. A grievance meeting may be adjourned to allow matters raised during the course of the meeting to be investigated, or to afford the HR Committee time to consider the decision.
- 3.4. After the meeting the employee will be informed of the HR Committee's decision within 5 working days. The meeting may be reconvened for this purpose. The HR Committee's decision will be confirmed to the employee in writing.
- 3.5. If the employee wishes to appeal against the HR Committee's decision he or she must inform the Council within 5 working days of receiving the decision.
- 3.6. If the employee notifies the Council that they wish to appeal, the employee will be invited to attend a grievance appeal meeting before a Committee of the Council consisting of 3 members who do not sit on the HR Committee. The employee must take all reasonable steps to attend that meeting. The employee has the right to be accompanied to a grievance appeal meeting by a friend or by a Trade Union representative.
- 3.7. A grievance appeal meeting will normally be convened within 10 working days of the HR Committee receiving notice that the employee wishes to appeal pursuant to 3.5. above. If the meeting time is inconvenient for the employee or his or her companion, the employee may ask to postpone the meeting by up to 5 working days.
- 3.8. After the grievance appeal meeting the employee will be informed of the Council's final decision within 5 working days. The meeting may be reconvened for this purpose. The Council's decision will be confirmed to the employee in writing.

4. MODIFIED COUNCIL GRIEVANCE PROCEDURE (FOR FORMER EMPLOYEES)

- 4.1. If an ex-employee wishes to raise a grievance, he or she must set out their grievance and the basis for that grievance in writing and submit this to the HR Committee
- 4.2. Following receipt of a statement of grievance pursuant to 4.1. above, the HR Committee will either write to the ex-employee inviting him or her to attend a meeting to discuss the grievance, or to ask for the ex-employee's agreement to the HR Committee responding to the grievance in writing.
 - 4.2.1. If the ex-employee does not agree to the matter being dealt with by correspondence within 7 working days of the HR Committee writing to them pursuant to 4.2. above steps 3.1. to 3.4. of the standard grievance procedure will be followed. The meeting will be conducted by the HR Committee
 - 4.2.2. If the ex-employee does agree to the matter being dealt with by correspondence, the HR Committee will consider his or her grievance and will respond to the ex-employee in writing within 14 days of the receipt of such confirmation setting out the basis for the Council's decision.

5. GENERAL PROCEDURAL INFORMATION

- 5.1 Grievances raised under the standard Council grievance procedure will normally be investigated, and any meetings to discuss the grievance conducted by the HR Committee. Any appeal meeting will be conducted by 3 members of the Council who do not sit on the HR Committee and may include external representatives. If there are insufficient Councillors to sit to make up the membership of 3 the meeting may include an external representative or representatives (up to 3 in number)

- 5.1. If an employee's grievance is about the Chair of the HR Committee they should raise the matter with the Chairman of the Council. All investigations and any grievance meeting will be conducted by the HR Committee (excluding the Chair of the HR Committee) and any grievance appeal meeting will be conducted by a Committee of the Council consisting of 3 members who do not sit on the HR Committee

- 5.2. A copy of the Statement of Grievance, a note of the decision taken at the first stage of the procedure, any notice of appeal and appeal decision will be placed on the employee's/ex-employees secure electronic file, together with any notes or evidence taken or compiled during the course of the procedure.

Date adopted by Landewednack Parish Council.....

Review Date:.....