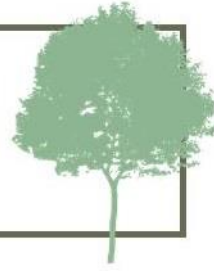


Fownhope Parish Council

Serving the community



DISCIPLINARY AND GRIEVANCE PROCEDURES

1. Introduction

It is the policy of Fownhope Parish Council to give employees the opportunity to air and seek redress for any individual employment grievance which they may have, and for any volunteers to air and seek redress for any grievance arising from their volunteer work. Grievances may be any concerns, problems or complaints employees or volunteers wish to raise with the Parish 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. This procedure applies to all employees of the Parish Council and where appropriate will also apply to volunteers.

1.1 The objectives of the procedure are:

- To foster good relationships between the Parish 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 Parish Council treats grievances seriously and resolves them as quickly as possible;
- To ensure that employees are treated fairly and consistently throughout the Parish Council.

1.2 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 scheme;
- A grievance about a matter over which the Parish 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 Chairman of the Parish Council 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 stated below.

3. Standard Parish Council Grievance Procedure

3.1 The employee must set out his/her grievance in writing (“Statement of Grievance”) and provide a copy to the Chairman of the Employment Working Group.

3.2 Once the Parish Council 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 with the Employment Working Group to discuss the matter.

3.2.1 The employee must take all reasonable steps to attend the meeting;

3.2.2 Grievance meetings will normally be convened within 14 days of the Parish Council receiving the Statement of Grievance;

3.2.3 The employee has the right to be accompanied to a grievance meeting by a fellow employee, a Trade Union representative, or by a friend;

3.2.4 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 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 Parish Council time to consider the decision.

3.4 After the meeting the employee will be informed of the Parish Councils decision within 5 working days. The meeting may be reconvened for this purpose. The Parish Council’s decision will be confirmed to the employee in writing.

3.5 If the employee wishes to appeal against the Parish Councils decision, he or she must inform the Parish Council within 5 working days of receiving the decision.

3.6 If the employee notifies the Parish Council that they wish to appeal, the employee will be invited to attend a grievance appeal meeting with three members of the Parish Council who are not part of the Employment Working Group and did not sit at any meeting of the Parish council at which the matter was discussed (see 5.2). 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 fellow employee, Trade Union representative, or by a friend.

3.7 A grievance appeal meeting will normally be convened within 7 working days of the Parish Council 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 Parish Councils final decision within 5 working days. The meeting may be reconvened for this purpose. The Councils decision will be confirmed to the employee in writing.

4. General Procedural Information

4.1 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-employee’s personnel file, together with any notes or evidence taken or compiled during the course of the procedure.

4.2 All staffing disciplinary/grievance issues should be discussed in private session. In the first instance, the only Parish Councillors who should have any knowledge of a possible problem with a member of staff should be the Employment Working Group. When the

matter is brought to full council three Parish Councillors not on the Employment Working Group should be excused so that they can be used in an appeal if one is needed.

4.3 The Chairman of any Parish Council Working Group or Committee should ensure that potential employment issues are referred to the Employment Working Group at the earliest opportunity.

Adopted at a full council meeting on : 2nd October 2019

Amended and adopted at a full council meeting on: 7th December 2022

To be reviewed: May 2027