

THE ASSEMBLY

5 MARCH 2003

REPORT OF THE PERSONNEL BOARD

REPORT OF RECENT MEETINGS		FOR INFORMATION
<p><i>This regular report of the work of The Personnel Board is submitted under Article 2, Paragraph 9.2 of the Constitution.</i></p> <p><u>Summary</u></p> <p>This report summarises the work of The Personnel Board from 6 November 2002 to 12 February 2003.</p> <p>The Board has considered the following (further details are set out in the report):</p> <ul style="list-style-type: none">• an appeal against the issue of a first written warning - Leisure and Environmental Services Department• redundancy - Chief Executive's Department• discretionary retirement - Chief Executive's Department• grievance - Social Services Department• redundancies - Social Services Department		
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The Board has met and addressed matters as follows:

1 6 November 2002

Considered an appeal against the issue of a first written warning to an employee in the Transport and Waste Services Division, Leisure and Environmental Services Department. The Board agreed not to support the management decision as there was evidence that protocols were not followed by the Council and insufficient evidence was produced to support the written warning.

2 17 December 2002

- (i) Agreed a redundancy in the Cashiers Section, Revenue Services Division, Chief Executive's Department, to take effect after the appropriate period of contractual notice from the Board's decision.

- (ii) Agreed a discretionary retirement on compassionate grounds without additional enhancements and at no costs to the Council to take effect after the appropriate period of contractual notice from the Board's decision.

3 20 January 2003

Considered a grievance of an employee in the Social Services Department and supported the management decision whilst asking for other points to be addressed.

4 12 February 2003

Agreed, in principle, the compulsory redundancy of employees in the Social Services Department.

The Board expressed concern regarding (a) the corporate approach to redundancy/redeployment and (b) the delay in submission of reports to The Personnel Board and the potential financial implications of this. It agreed to refer these concerns to The Management Team for comment.

Background papers used in the preparation of this report:

Draft minutes of the meetings of the Personnel Board held on 6 November and 17 December 2002 and 20 January and 12 February 2003