

## NORTH LINCOLNSHIRE COUNCIL

### APPEALS COMMITTEE

23 August 2023

**Chairman:** To Be Appointed                      **Venue:** Room F01e,  
Conference Room,  
Church Square House

**Time:** 10.00 am                                      **E-Mail Address:**  
matthew.nundy@northlincs.gov.uk

### AGENDA

1. To appoint a Chairman for the meeting
2. Declarations of Disclosable Pecuniary Interests and Personal or Personal and Prejudicial Interests, if any.
3. Any other items which the chair decides are urgent by reason of special circumstances which must be specified

The public are likely to be excluded from the meeting for consideration of the following item on the grounds that it involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

4. Grievance Appeal
  - (a) Grievance Appeal Procedure (Pages 1 - 2)
  - (b) Grievance Policy (Pages 3 - 8)

#### **Documentation Submitted by the Appellant**

- (a) North Lincolnshire Council Grievance Procedure (Pages 9 - 12)
- (b) Grievance Form Submitted to Director: Governance and Communities - 3 April 2023 (Pages 13 - 16)
- (c) Email Submission of Appeal Against Grievance Outcome (Pages 17 - 18)
- (d) Document Bundle Submitted by the appellant at Grievance Meeting on 24 April 2023 (Pages 19 - 56)

- 1 Statement of Facts
  - 2 Emails re request for leave - 1 September 2023
  - 3 Occupational Health Report – 2 October 2022
  - 4 Letter from JE dated 21 October 2022, following meeting to discuss the Occupational Health Report
  - 5 Occupational Health Report – 20 December 2022
  - 6 Notes of telephone conversation with JE on 21 November 2022
  - 7 Emails re request to attend meeting – 2 December 2022
  - 8 Occupational Health referral submitted by JE
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- (e) Notes from Grievance Meeting held on 24 April 2023, with covering e mails (Pages 57 - 62)
  - (f) Grievance Outcome Letter from Director: Governance and Communities dated 26 May 2023 (Pages 63 - 70)
  - (g) North Lincolnshire Council Attendance Management Policy (Pages 71 - 90)
  - (h) North Lincolnshire Council Occupational Health Provision Procedure (Pages 91 - 104)
  - (i) Email from HR Business Partner to JE dated 7 September 2022 (Pages 105 - 106)
  - (j) Letter from Assistant Director: Resources and Performance dated 25 January 2023 (Pages 107 - 108)
  - (k) North Lincolnshire MIND outline of WRAP (Pages 109 - 110)
  - (l) Return to Work Discussion Form dated 31 August 2022 (Pages 111 - 114)
  - (m) Occupational Health report 2 May 2023 (Pages 115 - 116)
  - (n) Subject Access Request form dated 25 May 2023 (Pages 117 - 120)

#### **Documents Submitted by the Local Authority**

- (a) Notification of Appeal - 9 June 2023 (Pages 121 - 122)
- (b) Grievance form (Pages 123 - 126)
- (c) Acknowledgement of receipt (Pages 127 - 128)
- (d) Appellant meeting invite (Pages 129 - 130)

- (e) Record of Meeting 24 April 2023 (Pages 131 - 134)
- (f) Appellant feedback to record of meeting (Pages 135 - 136)
- (g) Appellant Grievance Outcome Letter (Pages 137 - 138)
- (h) Appellant Grievance Response (Pages 139 - 144)