

# NORTH LINCOLNSHIRE COUNCIL

## APPEALS COMMITTEE

**20 March 2024**

**Chairman:** To Be Appointed

**Venue:** Room G01e, Church  
Square House,  
Scunthorpe

**Time:** 1.00 pm

**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)
  - (c) Grievance Appeal (Pages 9 - 14)

#### Documents Submitted by the Appellant

5. 01 - Grievance - May 2023 (Pages 15 - 18)
  - (a) 02 - Grievance Outcome Report - 31 August 2023 (Pages 19 - 48)
  - (b) 03 - Appeal Against the Outcome of a Formal Grievance dated 31 May 23 - 12.09.2023 (1) (Pages 49 - 58)
  - (c) 04 - Full Reinvestigation Letter from HR - 28.09.2023 (Pages 59 - 60)

- (d) 04a - Emails from the Assistant Director: Organisational Development - 25 to 27 September 2023 (Pages 61 - 62)
- (e) 05 - Outcome of full reinvestigation letter from HR - 25.01.2024 (Pages 63 - 68)
- (f) 06 - Table of Outcomes - Appeal (Pages 69 - 70)
- (g) 07 - NLC Grievance Policy (Pages 71 - 76)
- (h) 08 - Disciplinary Policy - page 19 - list (Pages 77 - 78)
- (i) 09 - Project Lead Job Description and Essential Criteria (003) - with Notes (Pages 79 - 90)
- 6. Appendix 1 - Project Health Check and Information - Master (Pages 91 - 194)
  - (a) Appendix 2 - A Green Future - Programme (Pages 195 - 216)
  - (b) Appendix 3 - Project Plan - Ideas (Pages 217 - 218)
  - (c) Appendix 4 - Email - Line Manager asking Appellant to run through spreadsheets with Director and Assistant Director (Pages 219 - 220)
  - (d) Appendix 5 - CSAMG Action Notes 20th December 2022 (Pages 221 - 226)
  - (e) Appendix 6 - Email from CSAMG - Asking Appellant to provide update (Pages 227 - 228)
  - (f) Appendix 7 - Exception Form - Carbon Trust - Complete - 1st May (Pages 229 - 234)
  - (g) Appendix 8 - Screen Shot - Meeting with Legal & Procurement re Appointing Carbon Trust (Pages 235 - 236)
  - (h) Appendix 9 - Email asking Line Manager to send Exception to Procurement (Pages 237 - 240)
  - (i) Appendix 10 - Screen Shot - Exemption Document Owner (Pages 241 - 242)
  - (j) Appendix 11 - Screen Shot - Briefing Director as Aim Lead (Pages 243 - 244)
  - (k) Appendix 12 - Decision Making Report Template - Suggested Amendments - February 2023 (Pages 245 - 248)
  - (l) Appendix 13 - Business Case Toolkit - July 2019 - Suggested Amendments - February 2023 (Pages 249 - 268)

- (m) Appendix 14 - Full Business Case - Suggested Amendments - February 2023 (Pages 269 - 278)
- (n) Appendix 15 - Mini Business Case - Suggested Amendments - February 2023 (Pages 279 - 282)
- (o) Appendix 16 - Project Mandate - Suggested Amendments - February 2023 (Pages 283 - 284)
- (p) Appendix 17 - Action Plans - Aim 4 - Written by the Appellant (Pages 285 - 290)
- (q) Appendix 18 - Action Plan - Aim 6 - Written by the Appellant (Pages 291 - 294)
- (r) Appendix 19 - Email to Line Manager for Cabinet Report - March 2023 (Pages 295 - 298)
- (s) Appendix 20 - Agenda - A Green Future Board - 19.05.22 (Pages 299 - 300)
- (t) Appendix 21 - Agenda - A Green Future Board - 22.09.22 (Pages 301 - 302)
- (u) Appendix 22 - Agenda - A Green Future Board - 23.03.23 (Pages 303 - 304)
- (v) Appendix 23 - A Green Future - Overarching Risk Register - September 2022 (Pages 305 - 316)
- (w) Appendix 24 - Screen Shot - Update Meetings with Line Manager before Board Meeting etc. (Pages 317 - 318)
- (x) Appendix 25 - Risk Assessment Form 24 - Building- The Royal Hotel - 29.11.21 (Pages 319 - 322)
- (y) Appendix 26 - Risk Assessment Form 18 - Display Vehicle at Deyne Avenue Car Park - 13.11.21 (Pages 323 - 328)
- (z) Appendix 27 - Carbon Literacy Certificate - Appellant (Pages 329 - 330)
- 7. Appendix 28 - Email to Line Manager - Not getting what we need from Aim Leads (Pages 331 - 332)
- (a) Appendix 29 - Screen Shots of Calendar (Pages 333 - 334)
- (b) Appendix 30 - Email asking how we could work as a team in future (Pages 335 - 338)
- (c) Appendix 31 - Email saying intent for new JDs to be put in place by 31st March (Pages 339 - 342)

- (d) Appendix 32 - Email from Line Manager stating that the Appellant is leading on the work with the Carbon Trust - May 2022 (Pages 343 - 344)
- (e) Appendix 33 - Email from Line Manager to Jayne Marris saying any questions can be sent to the Appellant (Pages 345 - 346)
- (f) Appendix 34 - Email to show that the Appellant chair's Aim meetings when needed (Pages 347 - 350)
- (g) Appendix 35 - Email from Line Manager asking the Appellant to liaise directly with the Head of Development on AGF Energy (Pages 351 - 358)
- (h) Appendix 36 - Email from the Line Manager asking the Appellant to look at purchasing and setting up Artifax for the Baths Hall (Pages 359 - 360)
- (i) Appendix 37 - Email from the Project Manager asking for information on Artifax as he wasn't involved in this (Pages 361 - 362)
- (j) Appendix 38 - Email response to the Lead Officer for Culture and Creative Partnerships with all Artifax information (Pages 363 - 366)
- (k) Appendix 39 - Emails between the Appellant and Audit (Pages 367 - 370)
- (l) Appendix 40 - Emails between the Appellant and Audit (Pages 371 - 372)
- (m) Appendix 41 - Screen Shot of Audit meetings (Pages 373 - 374)
- (n) Appendix 42 - minutes of board meeting - project leads (Pages 375 - 378)
- (o) Appendix 43 - email from the Appellant to team - project leads (Pages 379 - 380)
- (p) Appendix 44 - Statement (Pages 381 - 382)
- (q) Appendix 45 - Statement (Pages 383 - 384)
- (r) Appendix 46 - Statement (Pages 385 - 386)
- (s) Appendix 47 - Statement (Pages 387 - 388)
- (t) Appendix 48 - Statement (Pages 389 - 390)
- (u) Appendix 49 - Statement (Pages 391 - 392)
- (v) Appendix 50 - Statement (Pages 393 - 394)
- (w) Appendix 51 - Statement (Pages 395 - 396)

**Documents Submitted by the Local Authority**

8. Investigating Officers Report (Pages 397 - 412)
9. Timeline (Pages 413 - 414)