

NORTH LINCOLNSHIRE COUNCIL

APPEALS COMMITTEE

5 April 2024

Chairman: To Be Appointed

Venue: Room G01e/G02e,
Church Square House,
30-40 High Street,
Scunthorpe, DN15 6NL

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 involves 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) North Lincolnshire Council Grievance Policy (Pages 3 - 6)
 - (c) Grievance Appeal (Pages 7 - 16)

Documents Submitted by the Appellant

- (a) Appeal against the outcome of a Formal Grievance - 12.09.2023 (Pages 17 - 28)
- (b) Grievance Appeal Reinvestigation Letter - 28.09.2023 (Pages 29 - 30)
- (c) Outcome of Grievance - 25.01.2024 (Pages 31 - 36)

- (d) Table of Outcomes - Reinvestigation - Appeal (Pages 37 - 38)
- (e) Screenshot_20231008_090446_Messages (Pages 39 - 40)
- (f) JE request - 10.03.2023 (Pages 41 - 42)
- (g) Message Screenshots (Pages 43 - 48)
- (h) Disciplinary Policy - page 19 - list (Pages 49 - 50)
- (i) Grievance Policy - NLC (Pages 51 - 56)

Documents Submitted by the Local Authority

- (a) Investigating Officers report (Pages 57 - 72)
- (b) Timeline (Pages 73 - 74)
- (c) Extract of chat between Line Manager and Appellant re pay May 2020 (Pages 75 - 76)
- (d) Aim Leads and Responsible Officers - December 22 (Pages 77 - 78)
- (e) Evidence of meetings scheduled and examples of work the Appellant was asked to undertake (Pages 79 - 144)
- (f) Screen shots of conversation between Line Manager and Appellant - re re-grade 1 (Pages 145 - 146)