

EMPLOYEE RELATIONS UPDATE FOR MEMBERS

Session Aim

To update Members on developments in relation to redundancy, grievances and hearing appeals and to identify the practical implications for the Authority.

Objectives

By the end of the session Members will have had the opportunity to:

- Recognise the key stages in the grievance process and the importance of conforming to the procedure.
- Explore the legal definition of redundancy; selection for redundancy; consultation and what constitutes suitable alternative employment.
- The role of the appeals process and key skills for Members involved in hearing appeals.
- Identify the practical implications for Members of recent developments in these areas.

Duration : 3 hours.

Content

GRIEVANCE

- Legal basis of grievance.
- Statutory grievance procedures.
- The need to follow procedures and the implications of failing to do so.
- Case study material.

REDUNDANCY

- Legal definition of redundancy.
- When does redundancy arise?
- Individual and collective consultation.
- What a procedure must include.
- Consequences of failing to consult.
- Suitable alternative employment.

APPEALS

- The legal status of Appeals.
- Substantive and procedural issues.
- Key skills in hearing appeals.
- Case study material.

Methods

The session will be a mixture of short information giving sessions; discussion and case study group work.