

Runnymede Borough CouncilSTANDARDS COMMITTEE5 December 2001 at 7.30 p.m.

Members of the
Committee present: Councillors V. E. Barker (Chairman), A.P. Tollett (Vice Chairman),
Mrs J.R. Barrett, Mrs E.E. Price, Mrs V.A. Smallman; and Dr. R.F. Miller,
and Mrs C. Spurling (non-elected members).

Members of the
Committee absent: None

414. GRIEVANCE APPEAL

By resolution of the Committee the press and public were excluded from the meeting during the consideration of this item under Section 100A(4) of the Local Government Act 1972 on the grounds that the item in question would be likely to involve the disclosure of exempt information of the description specified in paragraph 1 of Part 1 of Schedule 12A of the Act.

The Committee heard a grievance appeal which had been lodged by several members of staff in the Borough Treasurer's department who argued that there was an oral contract under which they were entitled to additional remuneration, over and above the Council's PRP scheme, which they had not received. The hearing was conducted strictly in accordance with the procedures set out in the Council's 'Personnel Policies and Procedures'.

RESOLVED that -**a) the Committee find the following facts proven:**

- i) the former Assistant Borough Treasurer (Revenues) did not have the authority to bind the Council on matters of such import to the staff's terms and conditions of employment as a profit sharing scheme.**
- ii) no such scheme was formally agreed with the Council, as is evidenced by the written contractual documents signed by the Appellants whereby they agreed only to a Performance Related Pay Scheme reduced in the first year of the 'contract'.**

[Note: as a matter of record, the written agreement also provided for PRP in future years to be paid only if there were sufficient surpluses on the 'contract' to fund it].

- iii) *Per Curiam* the former Assistant Borough Treasurer (Revenues) may have misled the aggrieved staff, but as he was not available for cross examination, no finding of fact could be made in this respect**

b) therefore, the Grievance could not be upheld. However ,

- iv) this Committee recommends to the Borough Treasurer, in consultation with the Corporate Management Committee, that at the end of the contract the matter of a bonus payment to long standing and loyal members of the Revenue Section be revisited taking into account the performance under the contract overall,**

- v) **and that in recognition of their dedication to their Section they now be paid the outstanding 40% balance of the first year's Performance Related Pay.**
- vi) **the question of the revision of staff contracts in the future be more efficiently monitored so that all members of staff are fully aware of any changes in the terms of their employment and the precise nature of these changes.**

Chairman

(The meeting ended at 11.20 p.m.)