

ASHOVER PARISH COUNCIL

Grievance and Discipline – Dispute Resolution

As stated in Contracts of Employment for Ashover Parish Council Employees

21. Conciliation and Mediation

21.1 Before resorting to formal procedures from the employee or from the Council it is the policy of the Council that discussions between both parties should be entered into with the express purpose of resolving the matter through a process of mediation seeking conciliation. Where necessary the Council will seek the services of an external expert to forward this process to reach a conclusion satisfactory to both parties in the dispute.

22. Redress of Grievance

22.1 You must apply in writing to the Chairman of the Council for redress of any grievance relating to your employment and/or any disciplinary decision applied to you. The Chairman shall report your application to a Grievance Panel meeting of the Council, held in the absence of the public and the press. You will have an opportunity to set out your grievance. The grievance will then be considered and a decision reached by the Panel.

22.2 Should you be dissatisfied with the Panel's decision you have the right to make an appeal to the Appeals Panel of the Council.

22.3 Under the provisions of the 1999 Employment Relations Act s.10 you have the right to have a representative of your choice present at any Grievance or Disciplinary hearing.

23. Disciplinary Rules

23.1 Before any disciplinary action is taken by the Council, a notice in writing giving details of the matter, signed by the Chairman and authorised by the Council, shall be given to you. You (together with an adviser if you wish) will have a full opportunity to answer the complaint at a meeting of the Council's Disciplinary Panel held in the absence of the public and the press. Should you be dissatisfied with the Panel's decision you have the right to make an appeal to the Appeals Panel of the Council.

23.2 In the event of disciplinary action being taken by the Council against the employee, the Council shall follow the procedures set out in the ACAS "code of practice 1 – Disciplinary & Grievance Procedures". <https://www.acas.org.uk/acas-code-of-practice-on-disciplinary-and-grievance-procedures>

A copy is attached to this contract.

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This procedure is included in the contracts of employment for Ashover Parish Council employees and is reviewed annually at the Annual Council Meeting in May under review of Contracts and Particulars of Employment.

Reviewed: May 2021

Reviewed: May 2022

Reviewed: May 2024

Next Review: May 2027