



**RHONDDA CYNON TAF**

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Minutes of the meeting of the Appeals Committee held on Tuesday, 7 November 2023 at 10.00 am

**County Borough Councillors – The following Councillors were present in the Council Chamber:-**

Councillor R Williams (Chair)

Councillor L Addiscott    Councillor J Bonetto  
Councillor G Holmes    Councillor D Wood

**Officers in attendance**

Mr P Cushion, Head of Employee Relations  
Mr J Davey, Senior HR Officer

**9 Declaration of Interest**

In accordance with the Council's Code of Conduct, there were no declarations made pertaining to the agenda.

**10 Minutes**

It was **RESOLVED** to approve the minutes of the 27<sup>th</sup> October 2023 as an accurate record of the meeting.

**11 TO CONSIDER PASSING THE UNDER - MENTIONED RESOLUTION:-**

Members **RESOLVED** that the press and public be excluded from the meeting under section 100A (4) the Local Government Act, 1972 (as amended) for the next item of business on the grounds that it involves the likely disclosure of the exempt information as defined paragraph 12 of Part 4 of Schedule 12A of the Act.

**12 REPORT OF THE DIRECTOR OF HUMAN RESOURCES - IN RESPECT OF EDUCATIONAL PSYCHOLOGISTS, EDUCATION & INCLUSION DIRECTORATE**

**RESOLVED:**

1. To uphold the grievance in respect of timescales; and,
2. In respect of the flexible working policy:

- i. To dismiss the allegation that the officer decision taken was discriminatory, ( flexi time is discretionary and based on service needs)..
- ii. To recommend that there is an opportunity to trial flexi time within the service provided that this does not impact on service delivery.
- iii. To recommend that the above mentioned trial should commence at a time that is agreed mutually by both parties, and for an initial period of 6 months. If at any point during the trial, it is evident that the flexi arrangement is not conducive to either of the parties, then the arrangement will be concluded.
- iv. It is further recommended that this review is aligned with the existent spring review to ensure it compliments the new model.
- v. That appropriate feedback is provided to the Panel on the outcomes of the trialled working arrangements.

**This meeting closed at 12.22pm**

**Councillor R Williams  
Chair.**