



**CYNGOR BWRDEISTREF SIROL**  
**RHONDDA CYNON TAF**  
**COUNTY BOROUGH COUNCIL**

**GWŶS I GYFARFOD O'R CYNGOR**

C.Hanagan  
Cyfarwyddwr Gwasanaeth y Gwasanaethau Democrataidd a Chyfathrebu  
Cyngor Bwrdeistref Sirol Rhondda Cynon Taf  
Y Pafiliynau  
Parc Hen Lofa'r Cambrian  
Cwm Clydach CF40 2XX

Dolen gyswllt: Sarah Handy, Uned Busnes Y Cyngor (07385401942)

**DYMA WŶS I CHI** i gyfarfod Hybrid o **Pwyllgor APELIADAU / APELIADAU'R GWEITHWYR / APELIADAU'R PRIF SWYDDOGION** ar **Dydd IAU, 16EG TACHWEDD, 2023** am **10.00 AM**.

**AGENDA**

**Tudalennau**

**1. DATGAN BUDDIANT**

Derbyn datganiadau o fuddiannau personol gan Aelodau yn unol â'r Cod Ymddygiad.

Nodwch:

1. Mae gofyn i Aelodau ddatgan rhif a phwnc yr eitem y mae eu buddiant yn ymwneud â hi, a mynegi natur y buddiant personol hwnnw: a
2. Lle bo Aelodau'n ymneilltuo o'r cyfarfod o ganlyniad i ddatgelu buddiant sy'n rhagfarnu, rhaid iddyn nhw roi gwybod i'r Cadeirydd pan fyddan nhw'n gadael.

**2. COFNODION**

Cadarnhau cofnodion y cyfarfod a gynhaliwyd ar 7 Tachwedd 2023 yn rhai cywir.

**3 - 4**

**3. TRAFOD CADARNHAU'R CYNNIG ISOD YN BENDERFYNIAD:**

“Bod y cyfarfod yma'n cadw aelodau o'r wasg ac aelodau o'r cyhoedd allan o ystafell y cyfarfod, dan Adran 100A(4) o Ddeddf Llywodraeth Leol 1972 (fel y'i diwygiwyd), yn ystod trafod yr eitem nesaf, ar y sail y byddai'n debygol o olygu datgelu gwybodaeth eithriedig yn ôl diffiniad

paragraff 12 o Ran 4 o'r Atodlen 12A o'r Ddeddf"

4. ADRODDIAD Y CYFARWYDDWR MATERION ADNODDAU DYNOL MEWN PERTHYNAS Â LM, CYFADRAN CYLLID, GWASANAETHAU DIGIDOL A GWASANAETHAU RHENG FLAEN

### **Cyfarwyddwr Gwasanaeth y Gwasanaethau Democraidd a Chyfathrebu**

#### **Cylchreliad:-**

(Y Cyngorwyr Bwrdeistref Sirol Y Cynghorydd R Williams a Y Cynghorydd L Addiscott – Cadeirydd ac Is-gadeirydd, yn y drefn honno)

#### **Y Cyngorwyr Bwrdeistref Sirol:**

Y Cynghorydd J Bonetto, Y Cynghorydd G Holmes and Y Cynghorydd D Wood



## RHONDDA CYNON TAF COUNCIL

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. **AGREED** to dismiss that the officer decision was discriminatory, flexi time is discretionary and based on service needs. There are many services within the Council that do not operate flexible working as it is not suitable for service delivery.

- ii. AGREED that there is an opportunity to trial flexi time within the service provided that this does not impact on service delivery.
- iii. AGREED that the trial should commence at a time that is agreed by both parties, and initially for a period of 6 months. If it is apparent that before this time that it is not working then it can be stopped. It is up to the employees to demonstrate that this works. However, should service delivery be reduced that the decision be reviewed by the relevant officers.
- iv. It is further recommended that this review is aligned with the existent spring review to ensure it compliments with the new model.
- v. The panel require feedback at that time on whether this decision has enhanced or reduced service delivery.
- 1.

**This meeting closed at 12.22pm**

**Councillor R Williams  
Chair.**