



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 27th 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.**