

# HELMINGHAM PARISH COUNCIL

## GRIEVANCE POLICY

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| Document Control  |            |                       |
| Adopted date:     | April 2024 | Minute ref: 290424/26 |
| Next review date: | March 2025 |                       |

### Informal grievance procedure

In the interests of maintaining good working relations the employee is encouraged to first discuss any grievance with the Clerk, as Line Manager for all employees or Chairman of the Parish Council, as the Line Manager for the Clerk, with a view to resolving the matter informally if appropriate. If the employee feels that this is not appropriate or he or she wishes to pursue a formal grievance they should follow the procedure detailed below.

### Formal grievance procedure

The employee must set out his/her grievance in writing ("Statement of Grievance") and provide a copy to the Chairman.

Once the Parish Council has had a reasonable opportunity to consider its response to the information provided in the Statement of Grievance, the employee will be invited to attend a grievance meeting with appointed members of the Council to discuss the matter. The employee must take all reasonable steps to attend the meeting. Grievance meetings will normally be convened with 14 days of the Council receiving the Statement of Grievance. The employee has the right to be accompanied to a grievance meeting by a fellow employee or by a Trade Union representative. If the meeting is inconvenient for either the employee or his or her companion, the employee has the right to postpone the meeting by up to 5 working days.

A grievance meeting may be adjourned to allow matters raised during the course of the meeting to be investigated, or to afford the Council time to consider the decision.

Within five days after the meeting the employee will be informed of the Council's decision; the decision will be confirmed to the employee in writing.

If the employee wishes to appeal against the Committee's decision, he or she must inform the Chairman within 5 working days of receiving the decision. This is in conjunction with Hemingstone Parish Councils Disciplinary Policy 'appeals against disciplinary action' paragraph.

If the employee notifies the Chairman, that they wish to appeal, the employee will be invited to attend a grievance appeal meeting. The employee must take all reasonable steps to attend that

meeting. The employee has the right to be accompanied to a grievance appeal meeting by a fellow employee or by a Trade Union representative.

A grievance appeal meeting will normally be convened within 7 working days of the Chairman receiving notice that the employee wishes to appeal. If the meeting time is inconvenient for the employee or his or her companion, the employee may ask to postpone the meeting by up to 5 working days.

Within five days after the grievance appeal meeting the employee will be informed of the final decision and it will be confirmed to the employee in writing.