



Council

**Tuesday, 06
December 2016**

Matter for Decision

Title: Staffing Issues Cost Update (Grievance and Investigation)

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1. Introduction

Over the last eighteen months the Council has conducted both a major grievance, which has concluded, followed by a further disciplinary investigation. This report is to bring Members up to date with the cost of these investigations and their funding.

2. Recommendations

That Members approve a further £115,000 supplementary estimate to fund the remainder of the investigations as detailed below.

3. Information

3.1 Since May 2015 the Council has entered into two major investigations into, first a grievance brought by a number of Council employees which was not upheld by the independent investigator and then an ensuing investigation into actions undertaken by some of those employees.

3.2 In order to facilitate a fair and independent investigation the Council, working with the Local Government Association, employed independent external solicitors and investigators to carry out these duties. In December 2015 Council approved a further supplementary budget of £100,000 bringing the total approved budget for the investigations to £210,000. As the process draws toward its conclusion the total costs incurred to date are £281,000, broadly split as below.

3.3	Investigation	£
	Grievance Investigation	111,000
	Disciplinary Investigation	170,000
		281,000

3.4 In 2015/16 the cost of these investigations, totalling £181,000, was funded by the Management of Change Reserve. At the beginning of 2016/17 this reserve contained £58,000 which can be utilised to part fund the above expenditure with the remainder being funded from the Contingency Reserve which currently has a balance of £200,000. Costs have been consistently met from previous years efficiency savings. KPMG, the Council's external auditors have been kept informed of progress and implications throughout the process.

3.5 Members are therefore requested to approve a further budget to fund the cost of the ongoing investigations. The £115,000 recommended will take the total approved budget to £325,000 for the combined years of 2015/16 to 2016/17.

Background Documents:-

Minutes of the Meeting of the Council held on 08 December 2015

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Implications	
Financial (CR)	As contained in the report.
Legal (AC)	No significant implications.
Risk (AC)	CR 1 - Decreasing Financial Resources CR4 - Reputational Damage CR 6 - Regulatory Governance
Equalities (AC)	No significant implications.
	Equality Assessment:-
	<input type="checkbox"/> Initial Screening <input type="checkbox"/> Full Assessment <input checked="" type="checkbox"/> Not Applicable