

# Update on Costs of Grievance and Disciplinary Procedures

<b>General Purposes Committee</b>	25 August 2021
<b>Report Author</b>	Estelle Culligan (Director of Law and Democracy)
<b>Portfolio Holder</b>	Cllr Ash Ashbee, Leader of the Council
<b>Status</b>	For information
<b>Classification:</b>	Unrestricted
<b>Previously Considered by</b>	Cabinet 8 June 2021

## Executive Summary:

An update report on the costs of current grievance and disciplinary procedures.

## Recommendation(s):

1. To note the report

## Corporate Implications

### Financial and Value for Money

When Cabinet met on 8 June it was agreed that a provision in the accounts be set up to fund the financial implications associated with ongoing Disciplinary and Grievance matters. As agreed at that meeting, this report identifies additional costs incurred since then as a way of an update to GPC, it should be noted that these costs currently remain within the amounts provided within the accounts.

### Legal

The Legal implications are set out in the body of this report.

### Corporate

The Council faces ongoing financial and reputational risks from the continuation of these proceedings and the amount of costs incurred in dealing with them.

### Equality Act 2010 & Public Sector Equality Duty

No implications

## 1.0 Introduction and Background

- 1.1 Cabinet received a report on 8 June 2021 setting out the costs to date and the future anticipated costs of the ongoing disciplinary and grievance investigations/procedures. The report and minutes can be found at the following link:

<https://democracy.thanet.gov.uk/ieListDocuments.aspx?CId=151&MId=5965>

- 1.2 During the discussion, members requested that regular updates should be presented to General Purposes Committee and or IDSC about the ongoing costs of the proceedings. It is appropriate to report only to GPC as it is the overarching committee with oversight of the processes and is the appointing committee for IDSC.

## **2.0 The Current Situation**

- 2.1 Since the last report (8 June), when current costs of £247,000 were reported, based on costs to early May 2021. Additional costs as follows have been incurred:

Solicitor's costs: £76,406 (Paid June, July and August)

Investigator's costs: £7,050 (Billed July)

Total: £83,456

Future anticipated costs remain unchanged.

Contact Officer: *Estelle Culligan (Director of Law and Democracy)*

Reporting to: *Madeline Homer (Chief Executive)*

### **Corporate Consultation**

**Finance:** *Matthew Sanham (Financial Services Manager)*

**Legal:** *N/A*