

# Update on Costs of Grievance and Disciplinary Procedures

<b>Cabinet</b>	23 September 2021
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<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, GPC 25 August 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 2020-21 accounts be set up, to recognise the financial implications associated with ongoing Disciplinary and Grievance matters.

As agreed at that meeting, this report identifies additional costs incurred since then by way of an update to Cabinet. 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. 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.
- 1.3 The matter was reported to GPC on 25 August. Members noted the report and asked for a similar update to be given to Cabinet.

## 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), £650 (Billed 27/8/21)  
Total: £84,106

Future anticipated costs remain unchanged.

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Reporting to: *Madeline Homer (Chief Executive)*

### Corporate Consultation

**Finance:** *Chris Blundell (Director of Finance)*  
**Legal:** *N/A*