

## **Appendix 2 Appeals Panel Terms of Reference**

### **Appeals Panel Terms of Reference**

(10 members with no substitute members who shall not be members of the Personnel Committee)

- To hear and determine any appeals by employees in accordance with the relevant Council procedures. Harmonisation appeals shall be heard by an officer nominated by the Head of Paid Service.
- To hear and determine any appeals by or grievance appeals against the Head of Paid Service (Chief Executive) made by any member of the senior management team.
- To hear and determine any appeals brought by the Chief Executive, Monitoring Officer of section 151 Finance Officer against any disciplinary sanctions imposed short of dismissal.
- To hear and determine any appeals against any disciplinary sanctions imposed on a member of the senior management team excluding the statutory officers referred to above.