

Live Cases as at 30/09/2011

Department	Case Type	Issue	Stage	Date Lodged Stage Shown / Appeal
HEED	Disciplinary (suspension)	Business Irregularity	1	15/04/2011
CHCP	Grievance	Contractual / Bullying	1	16/08/2011
HEED	Grievance	Contractual / Bullying	1	19/05/2011
HEED	Grievance	Working environment / allocation of work	1	21/09/2011
HEED	Grievance	Working environment / allocation of work	1	21/09/2011
CHCP	Grievance	Contractual / Bullying	2	15/08/2011
Chief Exec	Grievance	Restructure / Bullying	2	16/08/2011
Chief Exec	Grievance	Restructure / Bullying	2	16/08/2011
HEED	Grievance	Bullying	2	14/12/2010
HEED	Grievance	Access to redeployment register	2	26/08/2011
HEED	Grievance	Restructure / redeployment	2	29/03/2011
CHCP	Dignity at Work	Dignity at Work complaint	3	08/03/2011
CHCP	Grievance	Conditions / pay / contractual	3	11/06/2009
CHCP	Grievance	Contractual Issue	3	11/01/2010
CHCP	Grievance	Contractual Issue	3	11/01/2010
HEED	Grievance	Single Status realignment	3	24/08/2009
HEED	Grievance	Conditions / pay	3	18/05/2011
HEED	Grievance	Conditions / pay	3	10/01/2011
HEED	Grievance	Single Status realignment	3	13/07/2010
Corp Services	Grievance	Refused Career Break	3	24/11/2010
HEED	Grievance (Group 12)	Central Evaluation Outcomes	3	01/07/2011
HEED	Grievance (Group 6)	Central Evaluation Outcomes	3	04/07/2011
HEED	Grievance (Group 8)	Central Evaluation Outcomes	3	04/07/2011
HEED	Grievance (Group)	Pay / Conditions	3	28/08/2009
CHCP	Disciplinary (dismissal)	Gross Misconduct	A	02/04/2011

Concluded within Quarter 2 (2011/12)

Department	Case Type	Issue	Outcome	Date Lodged Stage 3 / Appeal
HEED	Disciplinary	Misconduct	Dismissal	
HEED	Disciplinary	Misconduct	Written warning	
HEED	Disciplinary	Misconduct	Oral warning	
HEED	Disciplinary	Misconduct	No further action	
HEED	Disciplinary	Misconduct	Oral warning	
HEED	Disciplinary	Misconduct	Written warning	
Ed Svcs	Disciplinary	Gross Misconduct	Final Written Warning	
HEED	Disciplinary	Misconduct	Final Written Warning	
HEED	Disciplinary	Misconduct	No further action	
Ed Svcs	Disciplinary	Misconduct	No further action	
Ed Svcs	Disciplinary	Misconduct	Written warning	
HEED	Disciplinary	Misconduct	Oral warning	
HEED	Disciplinary	Misconduct	Written warning	
HEED	Disciplinary	Misconduct	Written warning	
Corp Services	Disciplinary	Non Attendance	No further action	
HEED	Disciplinary (Dismissal)	Gross Misconduct	Re-instated	06/01/2011
CHCP	Grievance (Stage 1)	Complaint regarding correspondence	Upheld	
CHCP	Grievance (Stage 1)	Access to training	Not upheld	
HEED	Grievance (Stage 1)	Conditions / Pay	Not upheld	
HEED	Grievance (Stage 1)	Bullying / Harassment	Not upheld	
HEED	Grievance (Stage 2)	Unfair location move	Not upheld	
HEED	Grievance (Stage 3)	Conditions of Service / Pay	Settled	18/01/2010
Corp Services	Grievance (Stage 3)	Recruitment / Redeployment	Partially upheld.	05/08/2010
CHCP	Grievance (Stage 3)	Recruitment	Upheld	27/05/2010

Live Employment Tribunal Cases as at 30/09/2011

Department	Case Type	Issue	Status Update	ET1 Submitted
CHCP	Unfair Dismissal / Disability Discrimination	Dismissed for Gross Misconduct	Pre-hearing took place on 13 May 2011 and 21 July 2011 to consider preliminary issues on time bar and whether any claim for disability discrimination was validly stated. The Tribunal's judgement has been issued finding that the Tribunal has no jurisdiction to hear the claim for unfair dismissal as it is time barred, and that no claim was stated for disability discrimination. A procedural issue regarding an amendment proposed by the Claimant prior to the PHR may require to be addressed before the claim can be struck out, however the prospects of this being allowed are negligible in light of the above decision.	16/11/2010
Ed Svcs	Complaint (13 staff)	Accrued Leave During Maternity Period	ET3 responses have been submitted denying the claims and setting out that they are time barred and the Tribunal does not have the jurisdiction to hear them. Claims have been sisted pending litigation involving Edinburgh Council.	30/11/2010
Ed Svcs	Constructive Dismissal	Constructive Dismissal	A hearing of the merits of the case (excluding remedy) has been fixed for 2nd, 3rd, 4th 7th and 8th November 2011	31/01/2011
Other	Unfair Dismissal	Claimants were employed by a Community Planning project which ended. Claim of unfair dismissal against WDC.	These claims have now settled and have been withdrawn.	13/02/2010

Various	Equal Pay Claims (225 staff)	Equal Pay	<p>Various claims currently lodged but number of claims changes as some are reviewed or deemed invalid. Position with all claims is kept under review. 10 claims have been withdrawn or dismissed following recent Case Management discussions (legal). Following Employment Appeal Tribunal decision upholding an appeal by the Council and remitting the case in part, a pre-hearing review is fixed for 11th and 12th October 2011 for the Tribunal to determine certain jurisdiction issues in respect of a number of claims has been postponed for discussions between the parties on possible resolution of some claims.</p>	28/03/2006
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