
STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 25 May 2004.

PRESENT: Councillor Ferrier (Chair), Councillors McIntyre, Rooney, Sanderson and P Thompson.

OFFICIALS: J Bennington, R G Long and S Osbon.

**** ALSO IN ATTENDANCE:** Appellant, I Daley (UNISON), R Hicks and D Jackson.

**** DECLARATION OF INTERESTS**

No declarations of interest were made at this point of the meeting.

**** MINUTES**

The minutes of the meeting of the Staff Appeals Committee held on 21 April 2004 were submitted and approved as a correct record.

**** EXCLUSION - PRESS - PUBLIC**

ORDERED that the press and public be excluded from the meeting for the whole of the business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 12A of the Local Government Act 1972.

APPEAL - CASE REFERENCE A/12/58

The Committee considered an appeal, case reference A/12/58 in respect of a decision to issue a final written warning for gross misconduct and for the warning to remain on file for a period of two years.

Details of the procedure to be followed for the hearing together with a statement of case, which had been prepared by the Authority's representative, had previously been distributed.

With the approval of all parties the Appellant's Trade Union representative provided additional information copies of which were circulated at the meeting.

In accordance with the procedure, the Service Area representative presented the Council's case and called three witnesses all of whom clarified the points raised and responded to questions posed by the Appellant's Trade Union representative and Members of the Committee.

The Appellant's Trade Union representative and the Appellant presented their case and responded to questions posed by the Service Area representative and Members of the Committee.

Following the summing up of their cases, the Appellant, the Appellant's Trade Union representative and the Service Area representatives withdrew from the meeting whilst the Committee determined the appeal.

ORDERED that the decision to issue a final written warning be upheld but that the period for which the warning should remain on file be reduced to one year.

