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## STAFF APPEALS COMMITTEE

**A meeting of the Staff Appeals Committee was held on 13 July 2004.**

**PRESENT:** Councillor Ferrier (Chair), Councillors Rooney and Sanderson.

**OFFICIALS:** J Bennington, S Osbon and G Robson.

**\*\* ALSO IN ATTENDANCE:** Appellant, D Carsley (UNISON), J Rostron and C Wilson.

**\*\* APOLOGIES FOR ABSENCE** were submitted on behalf of Councillors McIntyre and P Thompson.

### **\*\* 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 25 May 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/12/59**

The Committee considered an appeal, case reference A/12/59 in respect of a decision to issue a final written warning for gross misconduct and for it 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.

In accordance with the procedure, the Service Area representative presented the Council's case and responded to questions posed by the Appellant and Members of the Committee.

The Appellant presented their case and responded to questions posed by 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.

