

---

## STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 20 September 2005.

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

**OFFICIALS:** J Bennington, D Jackson and J Thompson.

**\*\* PRESENT BY INVITATION:** Appellant, T Bush (TGWU/ACTS) and C Wilson.

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

### **\*\* DECLARATION OF INTERESTS**

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

### **\*\* 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/12/65**

The Committee considered an appeal, case reference A/12/65 in respect of a decision to issue a final written warning on the grounds of gross misconduct owing to negligence of duty. The final written warning was to remain on file for a period of twelve months.

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, the Appellant's Trade Union representative, the legal representative and Members of the Committee.

The Appellant presented his case and responded to questions posed by Members of the Committee and the legal representative.

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

**ORDERED** that as it was considered that both the Appellant and the Service Area had responsibility for the failings in this case the disciplinary action taken be reduced to a written warning.