
STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 18 October 2005.

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

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

**** PRESENT BY INVITATION:** Appellant and Appellant's work colleague.

**** 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.

**** MINUTES**

The minutes of the meetings of the Staff Appeals Committee held on 9 and 20 September 2005 were submitted and approved.

**** 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/ 7 / 67

The Committee considered case reference A/ 7 / 67 an appeal against dismissal on the grounds of gross misconduct.

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 legal representative and Members of the Committee.

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

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

ORDERED as follows:-

1. That the grounds for gross misconduct be endorsed.
2. That in terms of the severity of the disciplinary action taken the appeal against dismissal be upheld but a final written warning be issued and placed on the Appellant's personal file for a period of 12 months from the date of this meeting.