
STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 30 November 2005.

PRESENT: Councillors McIntyre, P Thompson and A E Ward.

OFFICIALS: J Bennington, D Jackson and R G Long.

**** PRESENT BY INVITATION:** Appellant, A Porter (NASUWT) and C Wilson.

CHAIR – APPOINTMENT

ORDERED that in the absence of the Chair and Vice Chair, Councillor P Thompson be appointed Chair for the meeting.

**** APOLOGIES FOR ABSENCE** were submitted on behalf of the Chair, Councillor Ferrier and Vice Chair, Councillor Rooney.

** 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 / 3 / 71

The Committee considered an appeal, case reference A / 3 / 71 in respect of a decision to issue a written warning on the grounds of misconduct owing to negligence of duty. The written warning was to last for a period of six months although it would remain on the file indefinitely.

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's Trade Union representative, the Director of Legal and Democratic Services and Members of the Committee.

The Appellant's Trade Union representative and 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 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 an oral warning and the written warning be removed from the Appellant's file.