

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 15 February 2006.

PRESENT: Councillor Ferrier (Chair), Councillors McIntyre and A E Ward.

OFFICIALS: J Bennington, D Jackson and J Thompson.

**** PRESENT BY INVITATION:** Appellant, T Bush (T&G ACTS) and S Kitching.

**** APOLOGIES FOR ABSENCE** were submitted on behalf of Councillors Rooney 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 25 and 30 November 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/ 3 / 72

The Committee considered case reference A/ 3 / 72 an appeal against the issuing of a formal warning and dismissal under the Council's Managing Attendance Policy.

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 and Members of the Committee.

The Appellant clarified a number of points raised by Members of the Committee and the Authority's legal representative.

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

The Service Area, the Authority's Human Resources representative and the Appellant provided information on the points of clarification sought by Members of the Committee and the Authority's 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 the appeal be not upheld on the grounds that it was considered that the appellant had contributed to the disciplinary action taken and had failed to co-operate with the support that had been offered and therefore the Committee had concluded that the Council's correct procedures had been followed and that the decision to issue a formal warning and dismissal was reasonable in all circumstances.