

### STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 17 July 2007.

**PRESENT:** Councillor Rooney (Chair), Councillors Clark and J Walker.

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

**\*\*ALSO IN ATTENDANCE:** Appellants, J Greig (UNISON), J Douglas, A Parkinson and A White.

**\*\* DECLARATION OF INTERESTS**

Name of Member	Type of Interest	Item / Nature of Interest
Councillor Clark	Personal/Non Prejudicial	Appeal AG/01/07 – Member of UNISON

**\*\* MINUTES**

The minutes of the meetings of the Staff Appeals Committee held on 28 February and 7 March 2007 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 and that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**APPEAL – CASE REFERENCE AG/01/07**

The Committee considered an appeal, case reference AG/01/07 in respect of a grievance submitted on behalf of five persons against the decision by the Social Care Department not to grant early retirement/voluntary redundancy.

Details of the procedure to be followed for the hearing and statement of cases from Management and the Appellants' Trade Union representative which included personal statements from each of the Appellants had previously been distributed.

In accordance with the procedure, the Appellants' Trade Union representative presented the case for the Appellants and together with the Appellants responded to points of clarification by the Service Department and questions posed by Members of the Committee.

The Service Department representative presented the Council's case and called two witnesses all of whom clarified the points raised and responded to questions posed by the Appellants, the Appellants' Trade Union representative, Members of the Committee and the Legal Services representative.

Following the summing up of their cases, the Appellants, the Appellants' Trade Union representative and the Service Department representatives withdrew from the meeting whilst the Committee determined the appeal.

**ORDERED** that having given full consideration to all of the evidence both written and verbal the appeal be not upheld on the grounds that: -

- a) the Committee was satisfied that the Social Care Department had properly followed the Council's Early Retirement/Voluntary Redundancy policy when deciding not to grant the applications for early retirement/voluntary redundancy; and

- b) the Committee was satisfied that the Social Care Department had properly followed the Council's Redeployment policy when trying to identify a post into which each of the Appellants could be redeployed.