

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 31 July 2007.

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

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

**\*\*ALSO IN ATTENDANCE:** Appellant and P Gitsham.

**\*\* DECLARATION OF INTERESTS**

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

**\*\* MINUTES**

The minutes of the meeting of the Staff Appeals Committee held on 17 July 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 AD/02/07**

The Committee considered an appeal, case reference AD/02/07 relating to the issuing of a formal warning in relation to the sickness capability procedures.

Details of the procedure to be followed for the hearing and a statement of case from Management had previously been distributed.

In accordance with the procedure, the Service Department representative presented the Council's case and responded to questions posed by the Appellant, Members of the Committee and the Director of Legal and Democratic Services.

The Appellant presented his case and responded to questions asked by Members of the Committee and the Director of Legal and Democratic Services.

Following the summing up of their cases, the Appellant and the Service Department representative 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 the Committee was satisfied that the Service Department had properly followed the Council's Managing Attendance/Sickness Capability policy when issuing the formal warning.