

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 29 January 2008.

PRESENT: Councillor Rooney (Chair);
Councillors McIntyre and P Thompson.

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

**** ALSO IN ATTENDANCE:** Appellant, Appellant's Trade Union representative and E
Chicken plus witness.

**** 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 Part 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/2/08

The Committee considered an appeal, case reference AD/2/08 regarding an appeal against dismissal under the Council's Disciplinary Policy.

Details of the procedure to be followed for the hearing together with a statement of case, which had been prepared by the Service Area's representative and information from the Appellant and Appellant's Trade Union representative had previously been distributed.

The Service Area representative presented the Council's case, which included a DVD recording of CCTV footage and photographic evidence. The Service Area representative together with a witness clarified the points raised and responded to questions posed by the Appellant, Appellant's Trade Union representative, Director of Legal and Democratic Services and Members of the Committee.

With the approval of all concerned the proceedings were adjourned for approximately five minutes during the above section of the hearing in order for the Appellant and the Appellant's Trade Union representative to seek clarification on a particular point raised. At this point all withdrew with the exception of Members, the Director of Legal and Democratic Services, Human Resources representative and Governance Officer.

All parties returned to the meeting room and the appeal hearing resumed and the Appellant and his Trade Union representative presented the case and responded to questions posed by the Service Area representative, Director of Legal and Democratic Services and Members of the Committee.

With the approval of all parties a copy of a letter addressed to the Appellant from his solicitor regarding the outcome of Crown Court proceedings was circulated to all concerned.

Following the summing up of the cases, all withdrew with the exception of Members, the Director of Legal and Democratic Services, Human Resources representative and Governance Officer whilst the Committee determined the appeal.

The Appellant, Appellant's Trade Union representative and Service Area representative returned to the meeting room for the announcement of the Committee's decision details of which would be confirmed in writing to the Appellant by the Director of Legal and Democratic Services.

ORDERED that having given full consideration to all of the evidence presented the appeal be not upheld.