

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 21 February 2008.

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

OFFICIALS: J Bennington, G Robson and S Osbon.

**** ALSO IN ATTENDANCE:** Appellant, Appellant's Trade Union representative, B J Glover plus their respective witnesses.

**** 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 7 and 12 February 2008 were taken as read 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 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 AG/1/08

The Committee considered an appeal, case reference AG/1/08 regarding an appeal in respect of a grievance concerning bullying and victimisation.

Details of the procedure to be followed for the hearing together with the statements of case from Management and the Appellant's Trade Union representative which included personal statements from the Appellant and the Appellant's witness had previously been distributed.

The Appellant's Trade Union representative presented the case for the Appellant and called a witness all of whom responded to questions posed by the Service Area representative and Members of the Committee.

The Service Area representative commenced the presentation of the Council's case.

With the approval of all concerned the proceedings were adjourned for approximately five minutes in order for the Appellant and the Appellant's Trade Union representative to seek clarification on a particular point raised. During this period all withdrew from the meeting with the exception of Members, the Legal representative, Human Resources representative and Governance Officer.

All parties returned to the meeting room and the appeal hearing resumed. The Service Area representative continued to present the Council's case and called two witnesses all of whom responded to questions posed by the Appellant, the Appellant's Trade Union representative and Members of the Committee.

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

The Appellant, Appellant's Trade Union representative, Service Area representative and their witnesses 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 was not upheld.