

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 12 August 2008.

**PRESENT:** Councillor Biswas (Chair)  
Councillors J Hobson and J A Walker.

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

**\*\* ALSO IN ATTENDANCE:** Appellant, Appellant's Trade Union representative and R Hicks.

**\*\* 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 15 July 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 AD/9/08**

The Committee considered an appeal, case reference AD/9/08 regarding an appeal against the issue of a final written warning and relegation 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, had previously been distributed.

Following introductions the Chair reaffirmed the procedure to be followed at the hearing.

The Service Area representative presented the Council's case and responded to questions posed by the Appellant's Trade Union representative, Appellant, Members of the Committee and Director of Legal and Democratic Services.

The Appellant presented his case following which a request was made for a short break in the proceedings.

With the approval of all concerned the proceedings were adjourned for approximately 10 minutes. At this point all withdrew with the exception of Members, Director of Legal and Democratic Services, Human Resources representative and Governance Officer.

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

Following the summing up of the case all withdrew with the exception of Members, Legal representative, 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.