

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 7 October 2008.

**PRESENT:** Councillor Clark (Chair), Councillors J Hobson and Rostron (as substitute for Councillor McIntyre).

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

**\*\*ALSO IN ATTENDANCE:** Appellants, T Bush (UNITE), S Osbon and P Slocombe.

**\*\* AN APOLOGY FOR ABSENCE** was submitted on behalf of Councillor McIntyre.

**\*\* 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 18, 19 and 23 September 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 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/02/08**

The Committee considered an appeal, case reference AG/01/08 in respect of a grievance submitted on behalf of three persons concerning five main issues in relation to the evaluation of their jobs.

Details of the procedure to be followed for the hearing together with a report submitted on behalf of the Appellants and a statement of case, which had been prepared by the Service Area's representative had previously been distributed.

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

The Trade Union representative acting on behalf of the Appellants presented their case and responded to questions posed by Members of the Committee and the Director of Resources.

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

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

The Appellants, Appellants' Trade Union representative and Management representatives 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 both written and verbal the appeal be not upheld.