

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 18 November 2008.

PRESENT: Councillor Biswas (Chair)
Councillors Hubbard and P Thompson.

OFFICIALS: J Bennington, M Caveney, H Eagling and D Wallinger.

**** ALSO IN ATTENDANCE:** Appellant, Appellant's former colleague and a witness, P Dyson and witness.

**** 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 7 October 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/15/08

The Committee considered an appeal, case reference AD/15/08 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, 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 called a witness all of whom responded to questions posed by the Appellant, *Members* of the Committee and the Legal representative.

The Appellant presented his case and responded to questions posed by the Service Area representative, *Members* of the Committee and Legal representative.

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

The Appellant, former colleague and witness and Service Area 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 presented the appeal be not upheld.