

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 15 September 2009.

PRESENT: Councillor McIntyre (Vice Chair) (In the Chair), Councillors Hubbard and P Thompson.

OFFICIALS: J Bennington, M Caveney and S Osbon.

****ALSO IN ATTENDANCE:** Appellant plus witnesses, Appellant's Trade Union representative, B Baldam plus witnesses.

**** PRESENT AS AN OBSERVER** (with the approval of all concerned): M Crane (Law Student).

****AN APOLOGY FOR ABSENCE** was submitted on behalf of the Chair, Councillor Biswas.

**** 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 18 August 2009 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/08/09

The Committee met to consider an appeal, case reference AG/08/09 in respect of a grievance concerning claims of bullying and harassment.

Details of the procedure to be followed for the hearing together with a statement of case, which had been prepared by the Management representative and information received from the Appellant, had been circulated to all parties concerned prior to the meeting.

Subsequent to the circulation of the agenda and associated documentation the Chair referred to additional information provided by the Appellant, which had been distributed, to the Committee and respective Officers. The Committee determined that such information would be taken into account as part of the overall evidence to be considered at the meeting.

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

The Appellant presented his case and together with his Trade Union representative and witnesses responded to questions posed by the Management representative, Members of the Committee and the Legal representative.

The Management representative presented the Council's case and together with witnesses responded to questions posed by the Appellant, Appellant's Trade Union representative, Members of the Committee and the Legal representative.

Following the summing up of their cases, the Appellant and witnesses, the Appellant's Trade Union representative, Management representative and witnesses withdrew from the meeting whilst the Committee determined the appeal.

The Appellant and witnesses, Appellants' Trade Union representative, Management representative and witnesses returned to the meeting room for the announcement of the Committee's decision and informed that details of such a decision would be confirmed in writing to the Appellant by the Director of Legal and Democratic Services within seven days.

ORDERED that having given full consideration to all of the evidence both written and verbal the appeal be not upheld.