

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 21 September 2010.

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

OFFICIALS: J Bennington, S Osbon and B Roberts.

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

**** 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 27 July 2010 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/11/10

The Committee met to consider an appeal, case reference AG/11/10 in respect of a grievance, which had been submitted concerning a number of employment issues.

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

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

The Appellant's Trade Union representative outlined the basis of the appeal, which essentially was to seek a guarantee from the Council that any employment references, which may be requested in respect of the Appellant, would not refer to any capability issues.

The Service Area representative sought clarification, as the Management Statement of Case had been prepared on the basis of the issues outlined in the Appellant's letter of appeal and not the specific matter now raised.

With the approval of all concerned the proceedings were adjourned for approximately fifteen minutes in order for the Committee to seek legal advice during which the Appellant, Appellant's Trade Union representative and the Service Area representative withdrew from the meeting.

All parties returned to the meeting room and the appeal hearing resumed.

On behalf of the Committee the Chair sought confirmation from the Appellant that the basis of her appeal was to receive a guarantee from the Council that any employment references would not refer to formal capability issues and that should this be agreed the appeal would be withdrawn.

The Human Resources Advisor and the Principal Solicitor confirmed that the Council's formal capability procedures had not been invoked and therefore no mention was made of such

procedures in the Appellant's record of employment. It was also confirmed that the reason for termination of employment had been redundancy.

The Appellant and the Appellant's Trade Union representative stated that upon receipt of written confirmation of such information as outlined by the Human Resources Advisor and the Principal Solicitor the appeal would be withdrawn.

ORDERED that a letter be sent to the Appellant confirming that: -

- i) the Council's formal capability procedures had not been invoked and did not form part of the Appellant's record of employment and therefore any employment references would not include any such statement, and
- ii) the reason for termination of employment had been redundancy.