

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 14 June 2011.

**PRESENT:** Councillor Biswas (Chair), Councillors Clark and J Hobson.

**OFFICERS:** J Bennington, S Dorchell, S Osbon and G Robson.

**\*\* ALSO IN ATTENDANCE:** Appellant (accompanied by a friend as an observer with the agreement of all concerned) and two witnesses and R Hicks plus four witnesses.

**\*\* 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 5 April 2011 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/01/11**

The Committee considered case reference AD/01/11 regarding an appeal against dismissal under the Council's Disciplinary Policy and Procedure on the grounds of gross misconduct.

Details of the procedure to be followed for the hearing together with a statement of case, which had been prepared by the Service Area representative and information provided by the Appellant, had previously been distributed.

Following introductions the Chair reaffirmed the procedure to be followed at the hearing. It was agreed by all parties concerned that witnesses be called into the meeting as and when required.

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

The Appellant together with two witnesses presented the case and responded to questions posed by the Service Area representative, Members of the Committee and the Legal representative.

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

The Appellant and the 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 upheld.