

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 28 June 2011.

PRESENT: Councillor McIntyre (Vice -Chair) (In the Chair), Councillors Cox (as substitute for Councillor Hubbard) and McPartland.

OFFICIALS: J Bennington, S Dorchell, R G Long and S Osbon.

****ALSO IN ATTENDANCE:** Appellant, Appellant's Trade Union representative, M Robinson plus witnesses.

**** APOLOGIES FOR ABSENCE** were submitted on behalf of the Chair, Councillor Biswas and Councillor Hubbard.

**** 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 14 June 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 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/01/11

The Committee met to consider an appeal, case reference AG/01/11 in respect of a grievance, which had been submitted concerning a number of employment issues summarised at paragraph 3.1 of the Management Statement of Case.

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 provided by the Appellant, 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 together with the Appellant and a witness presented their case and responded to questions posed by the Service Area representative, Members of the Committee and the Director of Legal and Democratic Services.

The Service Area representative together with a witness presented the Council's case and responded to questions posed by the Appellant, Appellant's Trade Union representative and Members of the Committee. The Human Resources Advisor clarified points raised.

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

The Appellant, Appellant's Trade Union representative 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 as follows:-

1. That having given full consideration to all of the evidence presented the appeal be not upheld in respect of the issues raised as part of the original grievance as identified at paragraph 3.1 of the Management Statement of Case.
2. That in relation to other points raised with particular regard to the Appellant's request for the scores awarded as part of her redundancy selection process the Sub-Committee agreed that such details be provided to the Appellant in view of the lack of certainty that such information had been forwarded to her.
3. That the relevant Officers be advised that the Committee concurred with the sentiments expressed in a letter to the Appellant dated 25 March 2011 that such a letter should have been sent earlier and prior to the termination of employment.
4. That the Appellant be advised that an employment reference would be provided if requested by any potential employer.