

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 18 October 2011.

PRESENT: Councillor Biswas (Chair), Councillors Clark and Hubbard.

OFFICERS: J Bennington, N Finnegan and G Robson.

**** ALSO IN ATTENDANCE:** Appellant, I Parker and S Osbon.

**** 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 4 October 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 AG/04/11

The Committee met to consider an appeal, case reference AG/04/11 in respect of a grievance, which centred on issues outlined at paragraph six of the Appellant's statement of case.

Details of the procedure to be followed at the meeting together with statements of case from the Chief Executive and the Appellant had been circulated to all parties concerned prior to the meeting. Following introductions the Chair reaffirmed the procedure to be followed at the meeting.

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

The Chief Executive presented the Council's case and responded to questions posed by the Appellant, 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 representative, Human Resources Advisor and Governance Officer whilst the Committee determined the appeal.

The Appellant, Chief Executive and Human Resources representative returned to the meeting room for the announcement of the Committee's decision, details of which would be confirmed in writing to both parties by the Legal representative.

ORDERED as follows:-

1. That having given full consideration to all of the evidence presented the appeal be upheld as the Council had not followed appropriate procedures when deciding which officer should take on additional duties.

2. That the second issue raised in respect of paragraph 16 of the Appellant's formal grievance be the subject of negotiation between the Appellant and the Chief Executive.
3. That the Human Resources Department examines the Council's Acting Up Allowances and Honoraria Policy with a view to including guidance regarding appropriate consultation procedures.