

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 11 December 2012.

**PRESENT:** Councillors Clark (In the Chair) Councillors Harvey and J Hobson.

**OFFICERS:** J Bennington, T Boyd, S Dorchell and S Osbon

**APOLOGIES FOR ABSENCE** were submitted on behalf of Councillors Biswas (Chair) and J Sharrocks (Vice-Chair)..

**DECLARATIONS OF INTERESTS**

There were no declarations of interest made at this point of the meeting.

**12/1 MINUTES - STAFF APPEALS COMMITTEE 17 APRIL 2012**

The minutes of the meeting of the Staff Appeals Committee held on 17 April 2012 were submitted and approved as a correct record.

**12/2 PROCEDURE NOTES FOR APPEAL HEARING AD/06/12**

Details of the procedure to be followed at the meeting had been circulated to all parties concerned prior to the meeting.

The Chair sought confirmation from all parties concerned that they had a copy of the procedures to be followed at the meeting.

**NOTED****12/3 EXCLUSION OF PRESS AND 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.

**12/4 APPEAL - CASE REFERENCE AD/06/12**

The Committee considered case reference AD/06/12 regarding an appeal against dismissal under the Council's Disciplinary Policy.

A statement of case from the Management Representative and a statement from the Appellant had been circulated to all parties concerned prior to the meeting.

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

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

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 the Governance Officer whilst the Committee determined the appeal.

The Appellant, Appellant's Trade Union representative, the Management 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 the appeal be upheld.
2. That having given full consideration to all of the evidence presented the Committee agreed that the sanction should be that of a final written warning to be issued and placed on the Appellant's personal file for a period of twelve months from the date of the meeting.
3. That the appropriate Officer write to the Appellant regarding reinstatement.
4. That Officers examine current reporting arrangements with particular regard to clarifying the responsibilities of drivers and liaison with the Transport Manager in the circumstances outlined and reviewing the procedure for recording information regarding complaints.