

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 19 February 2013.

PRESENT: Councillors Biswas (Chair), J Hobson and F McIntyre.

ALSO IN ATTENDANCE: The Appellant.

OFFICERS: J Bennington, S Dorchell, K Garland and S Osbon.

APOLOGIES FOR ABSENCE There were no apologies for absence.

DECLARATIONS OF INTERESTS

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

12/9 MINUTES - STAFF APPEALS COMMITTEE 8 JANUARY 2013

The minutes of the meeting of the Staff Appeals Committee held on 8 January 2013 were submitted and approved as a correct record.

12/10 PROCEDURE NOTES FOR APPEAL HEARING AD/01/13

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

Following introductions the Chair reaffirmed the procedures to be followed at the meeting and sought confirmation that all parties concerned had a copy of such documentation and that the Appellant had been advised of the opportunity to be accompanied by a Trade Union representative and call witnesses in support of their case. The Appellant confirmed accordingly.

12/11 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.

12/12 APPEAL - CASE REFERENCE AD/01/13

The Committee met to consider an appeal, Case Reference AD/01/13 regarding an appeal against dismissal under the Council's Disciplinary Policy.

A statement of case from the Service Area Representative and a letter received 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 Members of the Committee and the legal representative.

The Appellant presented his case and responded to questions posed by the Service Area 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 and 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 that having given full consideration to all of the evidence presented the appeal be not upheld.