

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 30 July 2013.

PRESENT: Councillors Biswas (Chair), J Hobson and P Sharrocks.

ALSO IN ATTENDANCE: Appellant (accompanied by a relative).

OFFICERS: J Bennington, S Dorchell, S Osbon, S Thomas and witness.

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.

13/1 MINUTES - STAFF APPEALS COMMITTEE 5 MARCH 2013

The minutes of the meeting of the Staff Appeals Committee held on 5 March 2013 were submitted and approved as a correct record.

13/2 PROCEDURE NOTES FOR APPEAL HEARING AD/02/13

Following introductions the Chair reaffirmed the procedures to be followed at the meeting a copy of which had previously been circulated to all concerned.

NOTED**13/3 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.

13/4 APPEAL - CASE REFERENCE AD/02/13

The Committee met to consider an appeal, Case Reference AD/02 /13 regarding an appeal against dismissal under the Council's Performance Capability Policy.

A statement of case from the Management representative and information received from the Appellant had been circulated to all parties concerned prior to the meeting.

The Management representative indicated that whilst she had not originally decided to call a witness, upon receiving the information from the Appellant for today's meeting a request was made to call a witness in order to assist with likely questions and potential areas of clarification specific to the Appellant's work. No objection was raised for such a witness to be called.

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

The Appellant presented his case and responded to questions posed by the Management representative, Members of the Committee and 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 the Governance Officer whilst the Committee determined the appeal.

The Appellant 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.