

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 28 October 2014.

PRESENT: Councillors S Biswas (Chair); G B Clark and J Hobson

ALSO IN ATTENDANCE: Appellant and Appellant's Trade Union Representative

OFFICERS: C Bates, B Carr, S Dorchell and S Osbon

DECLARATIONS OF INTERESTS

There were no Declarations of Interest at this point of the meeting

1 MINUTES - STAFF APPEALS COMMITTEE - 15 APRIL 2014

The minutes of the meeting of the Staff Appeals Committee held on 15 April 2014 were submitted and approved as a correct record.

2 PROCEDURE NOTES FOR APPEAL HEARING

Following Introductions the Chair reaffirmed the procedure to be followed at the meeting, a copy of which had been previously circulated to all representatives.

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.

4 APPEAL CASE REFERENCE: AD/02/14

The Committee met to consider an appeal, Case Ref AD/02/14 in respect of a dismissal under the Council's Managing Health Attendance and Wellbeing Policy.

The Appellant and his Trade Union representative were asked if they had any objections to the results of the Appellant's Occupational Health assessment dated 14 May 2014 being considered by the Committee. The Appellant and his Trade Union representative indicated that they did not have any objections. A copy of the report was circulated to all those present at the meeting.

The Service Area representative presented the Council's case and responded to questions from the Appellant's Trade Union representative and Members of the Committee.

The Appellant, assisted by his Trade Union Representative presented his case and responded to questions from the Service Area representative, Members of the Committee and the Council's Legal representative.

Following the summing up by the Service Area representative, the Appellant indicated that he had nothing further to add to his case and did not wish to sum up. The Appellant, the Appellant's Trade Union representative and the Service Area representative withdrew from the meeting whilst the Committee determined the appeal.

The Appellant, the Appellant's Trade Union representative and the Service Area representative returned to the meeting room for the announcement of the Committee's decision, the details of which would be confirmed in writing to the Appellant by the Council's Legal representative.

ORDERED that having given full consideration to all the evidence presented the appeal be not upheld.