

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 12 July 2016.

PRESENT: Councillors S Biswas, D Rooney and M Saunders

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

OFFICERS: A Symon, P Schofield, A Williams and S Blood

16/1 **MINUTES FROM PREVIOUS MEETING- STAFF APPEALS- 19 APRIL 2016**

The minutes of the Staff Appeals Committee held on 19 April 2016 were submitted and approved as a correct record.

16/2 **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.

16/3 **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 involves the likely disclosure of exempt information as defined in Paragraph 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.

16/4 **APPEAL CASE REFERENCE: AD/01/16**

The Committee considered an appeal, case reference AD/01/16, in respect of a Stage 3 Grievance appeal.

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

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

Following the summing up of the cases by the Management Representative and the Appellant/ Trade Union Representative, both parties withdraw from the meeting. The Legal Representative, Human Resources Advisor and Executive Officer remained whilst the Committee determined the appeal.

The Committee invited the Appellant, Trade Union Representative and Management Representative back 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 Legal Services Representative.

ORDERED that, having given full consideration to all of the evidence presented, the Panel did not uphold the Stage 3 grievance.

Following discussions, the Panel recommended the following:

- That the Human Resources Service ensure that Equality and Diversity training is included in the Learning Management System. This will include training for managers on the treatment of requests received from employees for reasonable work adjustments to be made.