

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 19 April 2016.

PRESENT: Councillors S Biswas, T Harvey and M Saunders

OFFICERS: S Blood, T Boyd, N Finnegan and A Symon

15/6 **MINUTES- STAFF APPEALS COMMITTEE- 3 FEBRUARY 2015**

The minutes of the Staff Appeals Committee held on 3 February 2015 were submitted and approved as a correct record.

15/7 **MINUTES- STAFF APPEALS COMMITTEE- 22 MARCH 2016**

The minutes of the Staff Appeals Committee held on 22 March 2016 were submitted for information.

15/8 **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.

15/9 **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.

15/10 **APPEAL CASE REFERENCE: AD/06/15**

The Committee considered an appeal, case reference AD/06/15, in respect of the decision to dismiss the appellant due to gross misconduct.

Due to personal circumstances, the Appellant joined the hearing via video 'skype' link.

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 presented the Council's case and responded to questions asked by the Appellant and Members of the Committee.

The Appellant's representative presented her case and responded to questions asked by the Management Representative and Members of the Committee.

Following the summing up of the cases by the Management Representative and the Appellant, the Management Representative withdrew from the meeting and the Skype call was ended. Before doing so, the Chair advised the Management Representative that he did not have to wait for the decision if he needed to attend to other matters. The Legal Representative, Human Resources Advisor and Executive Officer remained whilst the Committee determined the appeal.

The Committee reconnected to the Appellant and 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 Legal Services Representative.

ORDERED that, having given full consideration to all of the evidence presented, the appeal against the decision to dismiss be upheld, and the individual be reinstated, with a 'Final Warning' to be noted on her employment record.

