

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 15 November 2016.

PRESENT: Councillors S Biswas (Chair), N J Walker (Vice-Chair) and M Saunders

OFFICERS: G Alexander, S Dorchell, N Finnegan, S Lightwing, D Mallett, J McNally, A Peacock,

DECLARATIONS OF INTERESTS

There were no declarations of interest.

1 MINUTES - STAFF APPEALS COMMITTEE - 12 JULY 2016

The minutes of the Staff Appeals Committee held on 12 July 2016 were approved as a true 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 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.

4 APPEAL CASE REFERENCE AD/02/16

The Committee considered an appeal, case reference AD/02/16, in respect of the decision to dismiss the appellant under the Managing Health, Attendance and Wellbeing 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 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/ Trade Union Representative, both parties withdrew from the meeting. The Legal Representative, Human Resources Advisor and Democratic Services Officers 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 appeal against the decision to dismiss would not be upheld.

