

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 12 December 2017.

PRESENT: Councillors S Biswas, J Hobson and V Walkington

ALSO IN ATTENDANCE: B Foulger

OFFICERS: A Brown
S Dorchell
N Finnegan
J McNally

DECLARATIONS OF INTERESTS

There were no declarations of interest

17/11 PROCEDURE NOTE FOR STAFF 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.

17/12 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.

17/13 MINUTES OF THE STAFF APPEALS COMMITTEE HELD ON 19 SEPTEMBER 2017

The minutes of the Staff Appeals Committee held on 19 September 2017 were agreed as a true and accurate record.

17/14 APPEAL CASE REFERENCE NUMBER AD/03/17

The Committee considered an appeal, case reference AD/03/17, in respect of the decision to give the appellant a final written warning under the Disciplinary Policy.

A statement of case from the Management Representative 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 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, 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 and her colleague 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 give the appellant a final written warning under the disciplinary procedure would be upheld. The Committee agreed that the appellant should be issued with a formal warning which would remain on her record for 6 months as of today's meeting.