

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 29 January 2019.

PRESENT: Councillors S Biswas, S Dean and J Hobson

ALSO IN ATTENDANCE: P Thompson (Unison)

OFFICERS: C Coverdale
S Dorchell
N Finnegan
W Langley
J McNally
P Schofield

DECLARATIONS OF INTERESTS

There were no declarations of interest at this point of the meeting.

18/14 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.

18/15 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.

18/16 MINUTES OF THE STAFF APPEAL COMMITTEE HELD ON 18 SEPTEMBER 2018 AND 11 DECEMBER 2018

The minutes of the Staff Appeals Committee held on 18 September 2018 and 11 December 2018 were agreed as a true and accurate record.

18/17 CASE REFERENCE AD/03/18

The Committee considered an appeal, case reference AD/03/18, in respect of the decision to dismiss the appellant 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's Representative 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's Representative, both parties withdrew from the meeting.

At this point of the meeting the Human Resources Advisor asked to be excused from the meeting and requested that a substitute attend in her place to which the Committee agreed.

The Legal Representative, Human Resources Advisor and Democratic Services Officers remained whilst the Committee determined the appeal. The Committee invited the Management Representative, the Appellant and her 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 the appellant under the Disciplinary Policy would be upheld.