

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 15 October 2019.

PRESENT: Councillors E Polano (Chair), P Storey and A Waters

**PRESENT AS
OBSERVERS:** Freda Bullock

**ALSO IN
ATTENDANCE:** B Foulger (GMB)

OFFICERS: J McNally
E Scollay
R Thompson
A Wilson

DECLARATIONS OF INTERESTS

There were no declarations of interest

19/8 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.

19/9 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.

19/10 MINUTES OF THE STAFF APPEAL COMMITTEE HELD ON 16 JULY 2019

The minutes of the Staff Appeals Committee held on 16 July 2019 were agreed as a true and accurate record.

19/11 CASE REFERENCE AD/01/19

The Committee considered an appeal, case reference AD/01/19, in respect of the outcome of a grievance under the Grievance Policy.

A statement of case from the Management Representative and the Appellant had been circulated to all parties concerned prior to the meeting.

The Appellant presented his case and responded to questions asked by the Management Representative and Members of the Committee.

The Management Representative presented the Council's case and responded to questions asked by the Appellant 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 the 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 outcome of a grievance under the Grievance Policy would be upheld.