

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 3 March 2020.

**PRESENT:** Councillors Bell, Smiles and Thompson

**ALSO IN ATTENDANCE:** Appellant

**OFFICERS:** R Horniman, S Lightwing, A Perriman, R Thompson

**APOLOGIES FOR ABSENCE** There were no apologies for absence..

**DECLARATIONS OF INTERESTS**

There were no Declarations of Interest at this point in the meeting.

**1 WELCOME AND EVACUATION PROCEDURE**

The Chair welcomed all present to the meeting and read out the Fire Evacuation Procedure.

**NOTED****2 PROCEDURE NOTE FOR STAFF APPEALS HEARING**

The Chair reaffirmed the procedure to be followed at the meeting, a copy of which had been circulated to all representatives.

**3 EXCLUSION OF PRESS AND PUBLIC**

**ORDERED** that the press and public be excluded from the meeting on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 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 MINUTES OF THE STAFF APPEALS COMMITTEE HELD ON 15 OCTOBER 2019**

The minutes of the meeting of the Staff Appeals Committee held on 15 October 2019 were taken as read and approved as a correct record.

**5 MINUTES OF THE MEETING HELD ON 17 DECEMBER 2019**

The minutes of the meeting of the Staff Appeals Committee held on 17 December 2019 were taken as read and approved as a correct record.

**6 CASE REFERENCE AD/03/19**

The Committee considered an appeal, case reference AD/03/19, 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 Members of the Committee.

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

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 Officer

remained whilst the Committee determined the appeal.

The Committee invited the Management Representative and the Appellant 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 was upheld.