STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 26 August 2025.

PRESENT: Councillors D Davison (Chair), L Lewis and J Young

OFFICERS: K Rowe, J McNally, A Wilson, M Worrall and M Walker

25/13 **DECLARATIONS OF INTEREST**

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

25/14 **MINUTES- STAFF APPEALS COMMITTEE - 7 MAY 2025 AND 16 JULY 2025**

The minutes of the Staff Appeals Committee meetings held on 7 May 2025 and 16 July 2025 were submitted and approved as correct records.

25/15 **EXCLUSION OF PRESS AND PUBLIC**

ORDERED that the press and public be excluded from the meeting for the following items on the grounds that, if present, there would be disclosure to them of exempt information as defined in Paragraphs 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.

25/16 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

The Chair explained the Grievance Procedure that would be followed during the Staff Appeal meeting.

25/17 **CASE AD/11/24**

The Committee considered an appeal AD/11/24 against a Disciplinary outcome under the Disciplinary Policy.

A statement of case from the Management Representative had been circulated to all parties concerned prior to the meeting. The Appellant did not submit any evidence prior to the meeting.

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

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Following the summing up of the case by the Management Representative and the Appellant , the Chair informed the Appellant that outcome of the Committee's decision would be confirmed in writing to the Appellant by the Legal Services Representative within 5 working days.

Both parties withdrew from the meeting. The HR Representative, the Legal Representatives and the Democratic Services Officer remained while the Committee determined the appeal.

ORDERED, that having given full consideration to the evidence presented the appeal against the Disciplinary under the Disciplinary Policy would not be upheld.