

## STAFF APPEALS COMMITTEE

<b>Date:</b> Wednesday 28th October, 2020
<b>Time:</b> 10.00 am
<b>Venue:</b> Virtual Meeting

## AGENDA

Please note: this is a virtual meeting.
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The meeting will be live-streamed via the Council's <a href="#">Youtube channel</a> at 10.00 am on Wednesday 28th October, 2020
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1. Apologies for Absence
  
2. Declarations of Interest  
  
To receive any declarations of interest.
  
3. Minutes- Staff Appeals Committee - 13 October 2020 3 - 4
  
4. Exclusion of Press and Public  
  
To consider passing a Resolution Pursuant to Section 100A (4) Part 1 of the Local Government Act 1972 excluding the press and public from the meeting during consideration of the following items on the grounds that if present there would be disclosure to them of exempt information falling within paragraphs 1, of Part 1 of Schedule 12A of the Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.
  
5. **Case Reference AD/02/20** 5 - 40

Charlotte Benjamin  
Director of Legal and Governance Services

Town Hall  
Middlesbrough  
Tuesday 20 October 2020

**MEMBERSHIP**

Councillors A Bell (Chair), , S Dean and J Thompson

**Assistance in accessing information**

**Should you have any queries on accessing the Agenda and associated information please contact Joanne McNally, 01642 728329, joanne\_mcnally@middlesbrough.gov.uk**

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on 13 October 2020.

**PRESENT:** Councillors A Bell (Chair), S Dean and J Thompson

**OFFICERS:** N Finnegan  
J McNally  
A Perriman

**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 MINUTES - STAFF APPEALS COMMITTEE - 17 MARCH 2020**

The minutes of the meeting of the Staff Appeals Committee held on 17 March 2020 were taken as read and approved as a correct record.

**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 CASE REFERENCE AD/01/20**

The Committee considered an appeal, case reference AD/01/20, 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 his 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. 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 his 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.

**5 ANY OTHER URGENT ITEMS WHICH IN THE OPINION OF THE CHAIR, MAY BE CONSIDERED.**

None



By virtue of paragraph(s) 1, 7 of Part 1 of Schedule 12A of the Local Government Act 1972.

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