

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 16 March 2021.

PRESENT: Councillors: Councillor Allan Bell, E Polano (Vice-Chair) and J Hobson

ALSO IN ATTENDANCE: S Blood, J Dixon, A Mullholland (Unison),

OFFICERS: Joanne McNally, Nicola Finnegan, Andrew Perriman, Rachel Farnham and Rebecca Thompson

20/16 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

20/17 **MINUTES OF THE STAFF APPEAL COMMITTEE HELD ON 1 DECEMBER 2020**

The minutes of the Staff Appeals Committee meeting held on 1 December 2020 were submitted and approved as a correct record.

20/18 **DECLARATIONS OF INTEREST**

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

20/19 **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.

20/20 **CASE REFERENCE AD/04/20**

The Committee considered an appeal, case reference AD/04/20, in respect of the outcome of a grievance under the Grievance Policy. A statement of case from the Management Representative and the Appellant's had been circulated to all parties concerned prior to the meeting.

The Appellant's presented their 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's and Members of the Committee.

Following the summing up of the cases by the Appellant's and Management 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 Appellant's and 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's 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 not be upheld.

Tuesday 16th March, 2021