

STAFF APPEALS COMMITTEE

Date: Tuesday 13th April, 2021
Time: 10.00 am
Venue: Virtual Meeting

AGENDA

Please note: this is a virtual meeting.

The meeting will be live-streamed via the Council's [Youtube channel](#) at 10.00 am on Tuesday 13th April, 2021

1. Declarations of Interest
To receive any declarations of interest.
2. Minutes- Staff Appeals Committee 16 March 2021 and 23 March 2021 3 - 6
3. 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.
4. Procedure Note for Staff Appeals Committee 7 - 8
5. Case Reference AD/06/20 9 - 36

Charlotte Benjamin
Director of Legal and Governance Services

Town Hall
Middlesbrough
Thursday 1 April 2021

MEMBERSHIP

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

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 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.

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 23 March 2021.

PRESENT: Councillors Councillor Allan Bell, S Dean and A Waters

**ALSO IN
ATTENDANCE:**

OFFICERS: Joanne McNally, Nicola Finnegan, Andrew Perriman, Geoff Field, Caroline Breheny and Joanne Dixon

20/21 **DECLARATIONS OF INTEREST**

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

20/22 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

20/23 **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.

20/24 **CASE REFERENCE AD/05/20**

CASE REFERENCE AD/05/20

The Committee considered an appeal, case reference AD/05/20, 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 not be upheld.

PROCEDURE FOR GRIEVANCE APPEALS

1. The procedure and sequence of events will be explained by the Chair.
2. The employee or their representative to put their case and may call witnesses.
3. The Head of Service or nominated officer shall have the opportunity to ask questions of the employee or their representative and witnesses.
4. The panel shall have the opportunity to ask questions.
5. The Head of Service or nominated officer to put their case and may call witnesses.
6. The employee or their representative to have the opportunity to ask questions of the Head of Service or nominated officer and witnesses.
7. The panel shall have the opportunity to ask questions.
8. The employee or their representative to have the opportunity to sum up their case.
9. The Head of Service or nominated officer to have the opportunity to sum up their case.
10. All parties other than the panel shall withdraw.
11. The panel shall consider the case and decide in the presence of the Clerk (Legal Services) and a representative from Human Resources, whether the appeal is upheld or not and then confirm the outcome.
12. The decision of the panel will be communicated to both parties by the Chair.
13. The decision of the panel will be confirmed in writing to both parties by Legal Services.
14. Decisions of the panel are final.

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of the Local Government Act 1972.

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