

## STAFF APPEALS COMMITTEE

<b>Date:</b> Tuesday 25th July, 2023
<b>Time:</b> 10.00 am
<b>Venue:</b> Spencer Room

### AGENDA

1. Welcome and Evacuation Procedure
2. Declarations of Interest  
To receive any declarations of interest.
3. Minutes- Name - 11 April 2022 3 - 4
4. Procedure Note for Staff Appeals Committee 5 - 6
5. 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.
6. Case Ref AD/01/23 7 - 54

Charlotte Benjamin  
Director of Legal and Governance Services

Monday 17 July 2023

MEMBERSHIP

Councillors S Dean (Chair), J Thompson (Vice-Chair), S Hill, D Jackson, T Livingstone, D McCabe, A Romaine, J Rostron and J Ewan

**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](mailto:joanne_mcnally@middlesbrough.gov.uk)**

## STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 11 April 2023.

**PRESENT:** Councillors Councillor Allan Bell, S Dean and B Cooper (Vice-Chair)

**ALSO IN ATTENDANCE:** R Musicka

**OFFICERS:** Joanne McNally, Nicola Finnegan and Andrew Perriman

21/32 **WELCOME AND EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting and explained the fire evacuation procedure.

21/33 **DECLARATIONS OF INTEREST**

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

21/34 **MINUTES- STAFF APPEALS COMMITTEE - 7 FEBRUARY 2023**

The minutes of the Staff Appeals Committee meeting held on 7 February 2023 were submitted and approved as a correct record.

21/35 **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.

21/36 **CASE REF AD/07/21**

The HR Representative informed the Committee members that HR had received an email shortly before the start of the meeting from the appellants Trade Union Representative stating that the appellant would be withdrawing her appeal.

**ORDERED:** The HR representative would write to the appellant to confirm that they would no longer be progressing with their appeal.

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## **PROCEDURE FOR GRIEVANCE APPEALS**

1. You (the employee or your representative) to put your case and call witnesses.
  - Management can ask questions
  - The panel can ask questions.
  - You (or your representative) can sum up your case
2. Management to put their case and call witnesses.
  - The employee or their representative can ask questions of management and witnesses.
  - The panel can ask questions
  - Management can sum up their case.
3. All parties other than the panel shall leave the meeting
  - You do not need to wait
  - The decision of the panel **will not** be given on the day.
4. The Panel will consider the case and decide:
  - whether the appeal is upheld or not and then confirm, reduce or delete the formal action taken.
5. The decision of the panel will be confirmed in writing to both parties by Legal Services within 5 working days of the meeting.
6. Decisions of the panel are final.

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

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