

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 26 September 2023.

PRESENT: Councillors S Dean, D Jackson and A Romaine

ALSO IN ATTENDANCE: P Thompson (Unison)

OFFICERS: Atlanta Burgon, Nicola Finnegan, Joanne McNally, Andrew Perriman and Kerry Rowe

APOLOGIES FOR ABSENCE:

21/7 **MINUTES- STAFF APPEALS COMMITTEE - 25 JULY 2023**

The minutes of the Staff Appeals Committee meeting held on 25 July 2023 were submitted and approved as a correct record.

21/8 **DECLARATIONS OF INTEREST**

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

21/9 **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.

21/10 **WELCOME AND INTRODUCTIONS**

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

21/11 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

21/12 **CASE AD/02/23**

The Committee considered an appeal AD/03/23 against a disciplinary outcome under the Disciplinary Policy.

A statement of case from the Management Representative and the Appellant had been circulated to all parties concerned prior to the meeting.

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

The Appellant and their Representative presented their 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, the Appellant and their Representative, the Chair informed the Appellant that the outcome of the Committees decision would be confirmed in writing to the Appellant by the Legal Services Representative.

Both parties withdrew from the meeting. The Legal Services Representative, the HR Representative and the Democratic Services Officer remained whilst the Committee

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determined the appeal.

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