

## STAFF APPEALS COMMITTEE

<b>Date:</b> Tuesday 26th September, 2023
<b>Time:</b> 10.00 am
<b>Venue:</b> Spencer Room

### AGENDA

1. Minutes- Staff Appeals Committee - 25 July 2023 3 - 4
2. Declarations of Interest  
To receive any declarations of interest.
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. Welcome and Introductions
5. Procedure Note for Staff Appeals Committee 5 - 6
6. Case AD/02/23 7 - 42

Charlotte Benjamin  
Director of Legal and Governance Services

Monday 18 September 2023

MEMBERSHIP

Councillors S Dean (Chair), D Jackson, D McCabe

**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 25 July 2023.

**PRESENT:** Councillors S Dean (Chair), D Jackson and T Livingstone

**ALSO IN ATTENDANCE:** Victoria Murray

**OFFICERS:** A Burgon, N Finnegan, J McNally, A Perriman and E Scollay

23/1 **WELCOME AND EVACUATION PROCEDURE**

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

23/2 **DECLARATIONS OF INTEREST**

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

23/3 **MINUTES - 11 APRIL 2023**

The minutes of the Staff Appeals Committee meeting held on 11 April 2023 were submitted and approved as a correct record.

23/4 **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.

23/5 **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.

23/6 **CASE REF AD/01/23**

The Committee considered an appeal, case reference AD/01/23, against a Grievance outcome under the Grievance Policy.

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

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

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

Following the summing up of the cases by the Appellant, their Representative and the Management Representative, the Chair informed the Appellant that the outcome of the Committee's decision would be confirmed in writing to the Appellant by the Legal Services Representative.

Both parties withdrew from the meeting. The Legal Representative, Human Resources Advisor and the Democratic Services Officer remained whilst the Committee determined the appeal.

25 July 2023

**ORDERED** that, having given full consideration to all of the evidence presented, the appeal against the Grievance outcome under the Grievance Policy would be partially upheld.

By virtue of paragraph(s) 2 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 2 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank