

## STAFF APPEALS COMMITTEE

<b>Date:</b> Tuesday 27th February, 2024
<b>Time:</b> 10.00 am
<b>Venue:</b> Spencer Room

### AGENDA

1. Declarations of Interest  
To receive any declarations of interest.
2. Minutes- Staff Appeal Committee - 23 January 2024 3 - 4
3. Minutes - Staff Appeal Committee - 30 January 2024 5 - 6
4. 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.
5. Welcome, Introductions and Fire Evacuation Procedure
6. Procedure Note for Staff Appeals Committee 7 - 8
7. Case Ref AD/10/23 9 - 98

Charlotte Benjamin  
Director of Legal and Governance Services

Town Hall  
Middlesbrough  
Monday 19 February 2024

**MEMBERSHIP**

Councillors S Dean (Chair), D Jackson, A Romaine  
**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 23 January 2024.

**PRESENT:** Councillors Sheila Dean (Chair), J Thompson (Vice-Chair) and D Jackson

**OFFICERS:** Charlotte Benjamin, Nicola Finnegan, Richard Horniman and Joanne McNally

23/24      **DECLARATIONS OF INTEREST**

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

23/25      **MINUTES- STAFF APPEAL COMMITTEE - 21 NOVEMBER 2023**

The minutes of the Staff Appeals Committee meeting held on 21 November 2023 were submitted and approved as a correct record.

23/26      **MINUTES - STAFF APPEAL COMMITTEE - 12 DECEMBER 2023**

The minutes of the Staff Appeals Committee meeting held on 12 December 2023 were submitted and approved as a correct record.

23/27      **MINUTES - STAFF APPEAL COMMITTEE - 19 DECEMBER 2023**

The minutes of the Staff Appeals Committee meeting held on 19 December 2023 were submitted and approved as a correct record.

23/28      **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.

23/29      **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting and explained the Fire Evacuation Procedure.

23/30      **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

The Chair explained the Grievance Procedure that would be followed during the Staff Appeal meeting.

23/31      **CASE REF AD/08/23**

The Committee considered an appeal AD/08/23 against a Grievance outcome under the Grievance Policy.

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

The Appellant 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 and Members of the Committee.

Following the summing up of the cases by the Management Representative and the Appellant, the Chair informed the Appellant that the outcome of the Committee's decision

**Tuesday 23rd January, 2024**

would be confirmed in writing by the Legal Representative.

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

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

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on Tuesday 30 January 2024.

**PRESENT:** Councillors S Dean (Chair), D Jackson and A Romaine

**OFFICERS:** C Benjamin, R Brown, A Burgon, J McNally,

23/32 **DECLARATIONS OF INTEREST**

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

23/33 **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.

23/34 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting and explained the Fire Evacuation Procedure.

23/35 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

The Chair explained the Grievance Procedure that would be followed during the Staff Appeal meeting.

23/36 **CASE REF AD/09/23**

The Committee considered an appeal AD/09/23 against a Grievance outcome under the Grievance Policy.

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

The Appellant 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 and Members of the Committee.

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

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

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



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

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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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