

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on Tuesday 26 March 2024.

**PRESENT:** Councillors Councillor Sheila Dean, A Romaine and J Ewan

**PRESENT BY INVITATION:** Councillors

**ALSO IN ATTENDANCE:**

**OFFICERS:** Nicola Finnegan, Joanne McNally and Catherine Cunningham

**APOLOGIES FOR ABSENCE:**

23/53 **DECLARATIONS OF INTEREST**

Name of Councillor	Type of Interest	
Councillor Sheila Dean	Non-Pecuniary	Agenda item 5 - Prior knowledge of appellant over 20 years ago

23/54 **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.

23/55 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

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

23/56 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/57 **CASE REF AD/12/23**

The Committee considered an appeal AD/12/23 against a disciplinary outcome under the Disciplinary Procedure.

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 and Members of the Committee.

The Appellant 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 and the Appellant, 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 Representative, HR Representative and the Democratic Services Officer remained whilst the Committee determined the appeal.

**Tuesday 26th March, 2024**

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