

STAFF APPEALS COMMITTEE

Date: Tuesday 16th April, 2024
Time: 10.00 am
Venue: Spencer Room

AGENDA

1. Declarations of Interest
To receive any declarations of interest.
2. Minutes- Staff Appeal Committee - 12 March 2024 3 - 4
3. Minutes - Staff Appeal Committee - 26 March 2024 5 - 6
4. Welcome, Introduction and Fire Evacuation Procedure
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. Procedure Note for Staff Appeals Committee 7 - 8
7. Case Ref AD/13/23 9 - 2868

Town Hall
Middlesbrough
Monday 8 April 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 12 March 2024.

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

OFFICERS: A Burgon, N Finnegan, J McNally, C Benjamin, J Hill and M Walker

23/47 **DECLARATIONS OF INTEREST**

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

23/48 **MINUTES- STAFF APPEAL COMMITTEE - 27 FEBRUARY 2024**

The minutes of the Staff Appeals Committee meeting held on 27 February 2024 were submitted and approved as a correct record.

23/49 **MINUTES - STAFF APPEAL COMMITTEE - 28 FEBRUARY 2024**

The minutes of the Staff Appeals Committee meeting held on 28 February 2024 were submitted and approved as a correct record.

23/50 **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.

23/51 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

The Chair welcomed those present to the meeting and explained the Disciplinary Procedure that would be followed during the Staff Appeal meeting.

23/52 **CASE REF AD/11/23**

The Committee considered an appeal AD/11/23 against a disciplinary outcome under the Disciplinary Procedure.

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 not been provided.

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 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 disciplinary outcome under the Disciplinary Policy would not be upheld.

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

OFFICERS: Nicola Finnegan, Joanne McNally and Catherine Cunningham

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.

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.

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

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