

STAFF APPEALS COMMITTEE

Date: Tuesday 9th July, 2024
Time: 10.00 am
Venue: Spencer Room

AGENDA

1. Declarations of Interest
To receive any declarations of interest.
2. Minutes- Staff Appeal Committee - 16 April 2024 3 - 4
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, Introduction and Fire Evacuation Procedure
5. Procedure Note for Staff Appeals 5 - 6
6. Case Ref AD/01/24 7 - 68

Charlotte Benjamin
Director of Legal and Governance Services

Monday 1 July 2024

MEMBERSHIP

Councillors , D Jackson (Vice-Chair), T Livingstone and 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 16 April 2024.

PRESENT: Councillors Councillor Sheila Dean, D Jackson and A Romaine

OFFICERS: Joanne McNally, Catherine Cunningham, Suzanne Hodge and Kerry Rowe

23/58 **DECLARATIONS OF INTEREST**

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

23/59 **MINUTES- STAFF APPEAL COMMITTEE - 12 MARCH 2024**

The minutes of the Staff Appeals Committee meeting held on 12 March 2024 were submitted and approved as a correct record.

23/60 **MINUTES - STAFF APPEAL COMMITTEE - 26 MARCH 2024**

The minutes of the Staff Appeal Committee held on 26 March 2024 were submitted and approved as a correct record.

23/61 **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.

23/62 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

23/63 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/64 **CASE REF AD/13/23**

The Committee were determining an appeal AD/13/23 against a disciplinary outcome under the Disciplinary Procedure.

The Committee were advised that the Appellant had not turned up for their Staff Appeal Hearing despite receiving letters confirming the date and a copy of the agenda pack. The Committee were also informed that the Appellant had not submitted any evidence in support of their appeal.

The Committee voted to hear the appeal in their absence.

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

The Management Representative presented and summed up their case to the committee.

Following the summing up of the case by the Management Representative, the Chair stated that the outcome of the Committee's decision would be confirmed in writing by the Legal Representative.

The Management Representative withdrew from the meeting. The Legal Representative, HR

Tuesday 16th April, 2024

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.

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