

STAFF APPEALS COMMITTEE

Date: Tuesday 10th September, 2024
Time: 10.00 am
Venue: Spencer Room

AGENDA

1. Declarations of Interest
To receive any declarations of interest.
2. Minutes- Staff Appeal Committee - 9 July 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 Committee 5 - 6
6. Case Ref AD/02/24 7 - 28

Charlotte Benjamin
Director of Legal and Governance Services

Monday 2 September 2024

MEMBERSHIP

Councillors D Jackson (Vice-Chair), D Davison 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 9 July 2024.

PRESENT: Councillors , D Jackson (Vice-Chair), T Livingstone and A Romaine

OFFICERS: J McNally, C Cunningham, K Rowe and D Alaszewski

24/1 **DECLARATIONS OF INTEREST**

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

24/2 **MINUTES- STAFF APPEAL COMMITTEE - 16 APRIL 2024**

The minutes of the Staff Appeals Committee meeting held on 16 April 2024 were submitted and approved as a correct record.

24/3 **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.

24/4 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting, introductions were made, and the Fire Evacuation Procedure explained.

24/5 **PROCEDURE NOTE FOR STAFF APPEALS**

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

24/6 **CASE REF AD/01/24**

The Committee considered an appeal, case reference AD/01/24, against a Grievance outcome under the Grievance Policy.

A statement of case from the Management Representative and the Appellant had been 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, their Representative 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 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.

ORDERED that, having given full consideration to all of the evidence presented, the appeal against the Grievance outcome under the Grievance 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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