

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Wednesday 9 October 2024.

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

PRESENT BY INVITATION: Councillors

ALSO IN ATTENDANCE:

OFFICERS: J McNally, C Cunningham and K Rowe

APOLOGIES FOR ABSENCE: Councillors

24/19 **DECLARATIONS OF INTEREST**

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

24/20 **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.

24/21 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

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

24/22 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

24/23 **CASE REF AD/02/24**

The Committee considered an appeal AD/02/24 against a grievance outcome under the Grievance Procedure.

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

The Appellant's Representative 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's Representative and the Management Representative, the Chair informed the Appellant that the outcome of the Committee's decision would be confirmed to the Appellant in writing by the Legal Services 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.

09 October 2024

ORDERED; that, having gave full consideration to the evidence presented the appeal against the Grievance under the Grievance Procedure would be partially upheld.