

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Wednesday 13 November 2024.

PRESENT: Councillors Councillor Luke Henman, T Livingstone and A Romaine

PRESENT BY INVITATION: Councillors

ALSO IN ATTENDANCE:

OFFICERS: Joanne McNally, Kerry Rowe, Emma Bell and Catherine Cunningham

APOLOGIES FOR ABSENCE:

24/24 **DECLARATIONS OF INTEREST**

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

24/25 **MINUTES - STAFF APPEAL COMMITTEE - 18 SEPTEMBER 2024**

The minutes of the Staff Appeals Committee meeting held on 18 September 2024 were submitted and approved as a correct record.

24/26 **MINUTES- STAFF APPEAL COMMITTEE - 9 OCTOBER 2024**

The minutes of the Staff Appeals Committee meeting held on 9 October 2024 were submitted and approved as a correct record.

24/27 **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.

24/28 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

24/29 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

24/30 **CASE REF AD/05/24**

The Committee considered an appeal AD/05/24 against a disciplinary outcome under the Disciplinary Policy.

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 Members of the Committee.

The Appellant presented their case and responded to questions asked by the Management

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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 to the Appellant 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.

ORDERED: that, having given full consideration to all of the evidence presented the appeal against the Disciplinary under the Disciplinary Procedure would not be upheld.