

## STAFF APPEALS COMMITTEE

<b>Date:</b> Wednesday 13th November, 2024
<b>Time:</b> 10.00 am
<b>Venue:</b> Spencer Room

### AGENDA

1. Declarations of Interest  
To receive any declarations of interest.
2. Minutes - Staff Appeal Committee - 18 September 2024 3 - 4
3. Minutes- Staff Appeal Committee - 9 October 2024 5 - 6
4. 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.
5. Welcome, Introduction and Fire Evacuation Procedure
6. Procedure Note for Staff Appeals Committee 7 - 8
7. Case Ref AD/05/24 9 - 48

Town Hall  
Middlesbrough  
Tuesday 5 November 2024

**MEMBERSHIP**

Councillors L Henman (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](mailto:joanne_mcnally@middlesbrough.gov.uk)**

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on Wednesday 18 September 2024.

**PRESENT:** Councillors L Henman (Chair), D Jackson (Vice-Chair) and J Rostron

**OFFICERS:** J McNally, E Scollay, R Walker and C Cunningham

24/13 **DECLARATIONS OF INTEREST**

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

24/14 **MINUTES-STAFF APPEAL COMMITTEE - 10 SEPTEMBER 2024**

The minutes of the Staff Appeals Committee meeting held on 10 September 2024 were submitted and approved as a correct record.

24/15 **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.

24/16 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

24/17 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

24/18 **CASE REF AD/03/24**

The Committee considered an appeal AD/03/24 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 Appellant, their Representative and Members of the Committee.

The Appellant and their Representative 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, the Appellant and their 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 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 Policy would not be upheld.



**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

**OFFICERS:** J McNally, C Cunningham and K Rowe

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.

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



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

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

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