

STAFF APPEALS COMMITTEE

Date: Wednesday 19th March, 2025
Time: 10.00 am
Venue: Spencer Room

AGENDA

1. Declarations of Interest
To receive any declarations of interest.
2. Minutes- Staff Appeal Committee - 19 February 2025 3 - 4
3. Minutes - Staff Appeal Committee - 26 February 2025 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

In the event the fire alarm sounds attendees will be advised to evacuate the building via the nearest fire exit and assemble at the Bottle of Notes opposite MIMA.
6. Procedure Note for Staff Appeals Committee 7 - 8
7. Case Ref AD/08/24 9 - 40

Charlotte Benjamin
Director of Legal and Governance Services

Town Hall
Middlesbrough
Tuesday 11 March 2025

MEMBERSHIP

Councillors D Jackson (Chair), T Livingstone (Vice-Chair), D Davison

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 Wednesday 19 February 2025.

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

ALSO IN ATTENDANCE: P Thompson

OFFICERS: J McNally, C Benjamin, C Jones and A Powton

23/42 **DECLARATIONS OF INTEREST**

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

23/43 **MINUTES- STAFF APPEAL COMMITTEE - 13 NOVEMBER 2024**

The minutes of the Staff Appeals Committee meeting held on 13 November 2024 were submitted and approved as a correct record.

23/44 **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.

23/45 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/46 **CASE REF AD/06/24**

The Committee considered an appeal AD/06/24 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's Representative and Members of the Committee.

The Appellant's 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 and the Appellant's 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 Representatives, 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 26 February 2025.

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

OFFICERS: C Benjamin, C Jones, M O'Farrell and M Worrall

24/47 **DECLARATIONS OF INTEREST**

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

24/48 **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.

24/49 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

The Chair welcomed all attendees to the meeting and explained the fire evacuation procedures.

24/50 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

24/51 **CASE REF AD/07/24**

The Committee considered an appeal AD/07/24 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 and Members of the Committee.

The Appellant 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 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 Representatives, 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.

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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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