

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on Tuesday 21 September 2021.

**PRESENT:** Councillors Councillor Allan Bell, R Sands (Vice-Chair) and S Dean

**ALSO IN  
ATTENDANCE:**

**OFFICERS:** Joanne McNally, Nicola Finnegan and Andrew Perriman and Sylvia Reynolds

21/1 **DECLARATIONS OF INTEREST**

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

21/2 **MINUTES- STAFF APPEALS COMMITTEE - 13 APRIL 2021**

The minutes of the Staff Appeals Committee meeting held on 13 April 2021 were submitted and approved as a correct record.

21/3 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

Following introductions, the Chair reaffirmed the procedure to be followed at the meeting, a copy of which had been previously circulated to all representatives.

21/4 **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.

21/5 **CASE REFERENCE AD/01/21**

The Committee considered an appeal, case reference AD/01/21, in respect of the decision to dismiss the appellant 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 the Council's case and responded to questions asked by the Appellant, their representative and Members of the Committee.

The Appellant presented her 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 and the Management Representative 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 Democratic Services Officers remained whilst the Committee determined the appeal.

**ORDERED** that, having given full consideration to all of the evidence presented, the appeal against the decision to dismiss the appellant under the Disciplinary Policy would not be upheld.

**Tuesday 21st September, 2021**