

## Appeals Committee

Minutes of a Meeting of the Appeals Committee held in the Council Chamber, Civic Centre, Tannery Lane, Ashford on the **7<sup>th</sup> December 2022 at 10am.**

### **Present:**

Cllr. Sparks (Chair);

Cllr. Campkin

### **Apologies:**

Cllrs. Howard, Knowles.

### **Also Present:**

Appellant.

HR Manager, Senior HR Officer, Principal Solicitor, Senior Member Services Officer.

## **248 Election of Chair**

### **Resolved:**

**That Councillor Sparks be elected as Chair for this Meeting of the Appeals Committee.**

## **249 Minutes**

### **Resolved:**

**That the Minutes of the Meetings of this Committee held on 4<sup>th</sup> May 2018 and 9<sup>th</sup> May 2019 at 10am and 11.30am be confirmed as a correct record.**

## **250 Exclusion of the Public**

### **Resolved:**

**That pursuant to Section 100A(4) of the Local Government Act 1972, as amended, the public be excluded from the meeting during consideration of the following item as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present there would be disclosure of exempt information hereinafter specified by reference to paragraphs 1 and 2 of Schedule 12A of the Act, where in the circumstances the public interest in maintaining the exemption outweighs the public interest in disclosing the information.**

## **251 Appeal – Staff Grievance**

The Councillors and Officers present were introduced. The Chairman welcomed all present and explained the procedure to be followed. The Committee confirmed that they had received and read the agenda papers.

The HR Manager had submitted a report which outlined the case. She went through the case and explained the chronology of events that lead to the grievance being brought before the Committee.

The Appellant then put their case to the Committee.

The HR Manager and the Appellant then answered questions from Councillors.

The Committee then retired to make its decision.

On the Committee's return, the Chair read out the 'Decision and Reasoning's Statement' that had been prepared by the Appeals Committee. Copies of this were given to all parties at the close of the meeting.

### **Resolved:**

**The Appeals Committee found that the grievance procedure was followed reasonably, fairly and appropriately.**

**The findings of both the Stage 1 and Stage 2 complaints were upheld. The acknowledgements made by Management were noted.**

**The Appeals Committee recommends that independent mediation is entered into by both parties and that this is done as soon as practically possible.**