
SOUTHAMPTON CITY COUNCIL
EMPLOYMENT AND APPEALS PANEL
MINUTES OF THE MEETING HELD ON 4 July 2012

Present: Councillors McEwing (Chair), Mintoff, Tucker, Whitbread, Kolker and B Harris

6. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

It was noted that Cllr Noon had stood down from the Panel.

Cllr Kolker was appointed Vice-Chair for the purposes of the meeting.

7. **DISCLOSURE OF PERSONAL AND PREJUDICIAL INTERESTS**

Councillor McEwing declared a personal interest in that she was a Member of Unite Trade Union but remained in the meeting and took part in the consideration and determination of the item.

Councillor Whitbread declared a personal interest in that he was a Member of Unite Trade Union but remained in the meeting and took part in the consideration and determination of the item.

Councillor Tucker declared a personal interest in that he was a Member of Unite Trade Union but remained in the meeting and took part in the consideration and determination of the item.

8. **MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING)**

RESOLVED that the Minutes of the meeting held on 30th May, 2012 be approved and signed as a correct record subject to Cllr McEwing's personal interest being amended to reflect that she was a member of Unite and not Unison.

9. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of the confidential items below.

This is based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules. The information contained therein is potentially exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

10. **GRIEVANCE APPEAL**

The Panel considered the confidential report of the Head of Organisational Development seeking consideration in regard to an appeal against the decision of a Stage 2 grievance appeal from an individual from the Environment Directorate. (Copy of the report circulated with the agenda and appended to the signed minutes).

The Panel considered the decision in confidential session in accordance with Categories 1, 2 and 3 of Paragraph 10.4 of the Council's Access to Information Procedure Rules.

RESOLVED that the appeal be upheld.