

---

SOUTHAMPTON CITY COUNCIL  
EMPLOYMENT AND APPEALS PANEL  
MINUTES OF THE MEETING HELD ON 2 October 2013

---

Present: Councillors McEwing (Chair), B Harris, Kolker, Laming (Vice-Chair), Noon, Thomas and Whitbread

14. **DISCLOSURE OF PERSONAL AND PECUNIARY INTERESTS**

Councillors McEwing, Laming, Noon, Thomas and Whitbread disclosed a personal interest and as there were no objections remained in the meeting.

15. **MINUTES OF THE PREVIOUS MEETING (INCLUDING MATTERS ARISING)**

**RESOLVED** that the minutes of the meeting held on 21 August 2013 be approved and signed as a correct record. (Copy of the minutes circulated with the agenda and appended to the signed minutes).

16. **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 the 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.

17. **GRIEVANCE APPEAL**

The Panel considered the confidential report of the Head of Legal, Human Resources and Democratic Services seeking the Panel's consideration in regard to a joint appeal against the decision of a grievance appeal from two individuals from the Unite and Unison Unions respectively. (Copy of the report circulated to 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** :

- (i) that the appeal be dismissed and the grievance decision be upheld; and
- (ii) that the recommendations suggested in management's decision letter be considered by the Governance Committee.