

APPEALS COMMITTEE
19/06/2018 at 2.00 pm



Present: Councillors Heffernan, McLaren and Shuttleworth

Also in Attendance:

Appellant

Julie Burgess

Craig Dale

Regional Officer, Unite the Union
Head of Operational Services,
Highways, Transport, Waste and
Fleet

Emma Gilmartin

Human Resources Business
Partners

Fabiola Fuschi

Constitutional Services Officer

Kristie Radcliffe

Human Resources Advisor

1 **ELECTION OF CHAIR**

Constitutional Services asked the Panel to nominate a Chair for the duration of the meeting.

RESOLVED that Councillor McLaren be nominated Chair of the Panel for the duration of the meeting.

2 **APOLOGIES FOR ABSENCE**

There were no apologies for absence received.

3 **URGENT BUSINESS**

There were no items of urgent business received.

4 **DECLARATIONS OF INTEREST**

There were no declarations of interest received.

5 **DISMISSAL APPEAL PROCEDURE**

RESOLVED that the Dismissal Appeal procedure be noted.

6 **EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED that, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they contain exempt information under paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act, and it would not, on balance, be in the public interest to disclose the reports.

7 **DISMISSAL APPEAL**

The Chair of the Panel ensured that both parties were aware of the Appeals procedure.

A Human Resources Business Partner, who had taken no part in the original decision, was in attendance to advise the Panel on matters of policy and procedure.

The Appellant, supported by his Trade Union Representative, presented his case. The Appellant called no witnesses.

The Dismissing Officer, supported by a Human Resources Advisor, presented the case on behalf of the Authority. The Dismissing Officer called a witness to provide evidence to the Panel. The witness was questioned by the Dismissing Officer, the Trade Union Representative and the Panel.

The Panel asked questions of both parties and both parties asked questions of each other.

Both parties were given the opportunity to summarise their case.

Having clarified all points, the parties were given permission to leave and were informed that they would be notified of the decision in writing within five working days of the close of the meeting.

The Panel was satisfied that the Council's policies and procedures had been followed correctly by the Dismissing Officer. The Panel was also satisfied that the correct conclusion had been reached by the Dismissing Officer.

RESOLVED that, having carefully considered all the information presented by the Appellant and the Dismissing Officer, the appeal be dismissed.

The meeting started at 2.00 pm and ended at 4.14 pm