

**APPEALS COMMITTEE (REDUNDANCY)**  
**09/01/2014 at 11.30 am**



**Present:** Councillors Moores, Sedgwick and Shuttleworth

Also in Attendance:

Julie Finnegan

UNISON

Emma Gilmartin

Human Resources Business  
Partner

Lori Hughes

Constitutional Services

Sheena MacFarlane

Head of Heritage, Libraries and Arts

Shirley Ogden

People Services

1           **ELECTION OF CHAIR**

**RESOLVED** that Councillor Moores be elected Chair for the duration of the meeting.

2           **APOLOGIES FOR ABSENCE**

There were no apologies for absence received.

3           **DECLARATIONS OF INTEREST**

There were no declarations of interest received.

4           **URGENT BUSINESS**

There were no items of urgent business received.

5           **APPEALS PROCEDURE**

**RESOLVED** that the Procedure for Appeals Against Redundancy 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           **APPEAL AGAINST DISMISSAL ON THE GROUNDS OF REDUNDANCY**

The Appellant supported by a Trade Union representative, presented their case. The Appellant called no witnesses in support. The Dismissing Officer, supported by a Human Resources Advisor, presented the case on behalf of the Authority.

A Human Resources Business Partner was in attendance to advise on matters of policy and procedure at the Committee. She had not taken part in the original decision. The Committee

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

Both parties were given the opportunity to sum up their case. The Committee adjourned the meeting whilst deliberations took place regarding their decision.

**RESOLVED** that taking all the information into consideration the Panel agreed that the Council's policies and procedures had been fully followed. In making this decision no consideration was given to ethnicity, sexual orientation or religion. Having reviewed the scores from all candidates, the panel were satisfied that the appellant scored the lowest and therefore was correctly selected for redundancy. The Panel dismissed the appeal.

The meeting started at 11.30 am and ended at 1.15 pm



**Oldham**  
Council