

APPEALS COMMITTEE
29/10/2019 at 2.00 pm



Present: Councillor C. Gloster (Chair)
Councillors Harrison and Taylor

Also in Attendance:

Carol Brown	Director of Environmental Services
Gaynor Boardman	Senior Human Resources Advisor
John McAuley	Joint Authority PFI Project Manager
Kristie Radcliffe	Human Resources Advisor
Emma Gilmartin	HR Business Partner
Sian Walter-Browne	Constitutional Services

1 ELECTION OF CHAIR

Members were asked to elect a Chair for the duration of the meeting.

RESOLVED that Councillor Gloster 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 Appeals 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 EXCLUSION APPEAL

The Panel noted that the Appellant was unable to attend the hearing and was not represented. The Appellant had confirmed that she was content for the hearing to proceed and had sent written submissions.

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 procedures.

The Dismissing Officer, supported by the Senior Human Resources Advisor, presented the case on behalf of the Authority. The Dismissing Officer called two witnesses.

The Panel asked questions of the Dismissing Officer and the witnesses.

The Dismissing Officer was given the opportunity to summarise her case.

At 2.55pm the Committee adjourned the meeting whilst deliberations took place regarding their decision.

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

The Panel found that the relevant procedures had been followed. The level of sickness absence was unacceptable and the decision to dismiss was reasonable in all the circumstances.

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

The meeting started at 2.00 pm and ended at 4.24 pm