

APPEALS PANEL 2

MONDAY 12 JULY 2021 AT 2.00PM

PRESENT: Councillors Betton, Mrs Bowman, Sunter

ALSO

PRESENT: Appellant

OFFICERS: HR Manager
HR Advisor
Neighbourhood Services Manager
Assistant Solicitor

AP2.01/21 APPOINTMENT OF CHAIR

The Assistant Solicitor indicated that the first item of business was to appoint a Chair for the Panel for the 2021/22 Municipal Year and sought nominations in respect thereof.

It was moved and seconded that Councillor Betton be appointed as Chair of Appeals Panel 2 for the Municipal Year 2021/22.

RESOLVED – That Councillor Betton be appointed as Chair of Appeals Panel 2 for the Municipal Year 2021/22.

Councillor Betton thereupon took the Chair.

AP2.02/21 APOLOGIES FOR ABSENCE

No apologies for absence were submitted.

AP2.03/21 DECLARATIONS OF INTEREST

No declarations of interest were submitted.

AP2.04/21 PUBLIC AND PRESS

RESOLVED - That in accordance with Section 100A(4) of the Local Government Act 1972, the Public and Press were excluded from the meeting during consideration of the following item of business on the grounds that it involved the likely disclosure of exempt information, as defined in Paragraph Number 1 of Part 1 of Schedule 12A of the 1972 Local Government Act.

AP2.05/21 APPEAL AGAINST DISMISSAL

(Public and Press excluded by virtue of paragraph 1)

Consideration was given to an appeal against dismissal.

The Chair outlined the procedure for the meeting whereby all parties would be afforded the time necessary to put their case, following which the Panel would reach a decision. The purpose of the Panel was to establish whether the conclusions of the original disciplinary hearing to dismiss the Appellant with immediate effect was correct and whether the disciplinary sanction should be upheld, overturned or replaced with some other sanction.

The Appellant confirmed that he had requested a witness to attend the meeting but that they were not available to attend.

The HR Advisor put forward the Council's case.

The Appellant responded to the points raised by the HR Advisor and then put forward their case.

At the invitation of the Chair, the Appellant set out why they felt the conclusions of the original disciplinary hearing were flawed.

The HR Manager summed up the Appellant's case for the benefit of the Panel

The Neighbourhood Services Manager was invited to the meeting at 2:25pm.

The Neighbourhood Services Manager summarised the actions undertaken in relation to the Grievance Procedure, the Appellant responded to points raised thereon.

The Panel put questions to the Appellant, Neighbourhood Services Manager and the HR Advisor.

The Appellant, Neighbourhood Services Manager and the HR Advisor left the meeting at 3:11pm.

The Panel considered the Appeal. During discussion, a number of points were identified as requiring further clarification. Accordingly, the Appellant, Neighbourhood Services Manager and the HR Advisor were invited back to the meeting at 3:42pm to respond to questions from the Panel.

The Appellant, Neighbourhood Services Manager and the HR Advisor left the meeting at 3:52pm.

The Panel resumed its consideration of the Appeal.

The Appellant was invited back to the meeting at 4:21pm, whereupon the Chair advised the Appellant of the Panel's decision, which would be confirmed in writing within 2 working days.

RESOLVED – That the Appeal be dismissed.

(The meeting closed at 4:29pm)