

DISCIPLINARY/DISMISSAL/GRADING APPEALS COMMITTEE

Wednesday 30th May, 2012, at 10.00 a.m.
in Committee Room 3

PRESENT

Councillor J Martin (Chair)

Councillor Hale (Vice-Chair)

Councillors Marrey, Ms Nicholls, Mrs Rogers and J Woodall, together with Ms K Jesson - Head of Human Resources, Miss E Kerrigan – Solicitor for the Council, Mrs J Hartley – Senior Solicitor and Miss K Fellows (all Directorate of Corporate Resources)

ALSO IN ATTENDANCE

Assistant Director of Housing

Mr C H (Appellant)

Mr M Orpe (UCATT)

Mrs T Reilly – Assistant Director Corporate Resources (Human Resources and Organisational Development)

1. **APOLOGY FOR ABSENCE**

An apology for absence from the meeting was submitted on behalf of Councillor Mrs P Martin.

2. **DECLARATIONS OF INTEREST**

No member declared an interest in accordance with the Members' Code of Conduct, in respect of any matter to be considered at this meeting.

3. **MINUTES**

That the Minutes of the meeting of the Committee held on 30th January, 2012, be approved as a correct record and signed.

4. **EXCLUSION OF THE PUBLIC**

RESOLVED

That the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part I of Schedule 12A to the Local Government Act, 1972, as indicated below, and in all circumstances the public interest in disclosing the information is outweighed by the public interest in maintaining the exception from disclosure:-

<u>Description of Item</u>	<u>Relevant Paragraph of Part I of Schedule 12A</u>
Appeal by Mr C H	1

5. APPEAL BY MR CH

The Committee considered an appeal on behalf of a Mr C H against his dismissal from the employment of the Council. The Council's procedure was followed.

The Human Resources Advisor to the Panel outlined the procedure to be followed.

Mr CH was in attendance at the meeting together with Mr M Orpe (UCATT Representative), who presented the case on behalf of Mr CH.

The Council's representative, Mrs J Hartley, then presented the Council's case in the presence of the Appellant and called Ms D Channings, Assistant Director of Housing, Directorate of Adult, Community and Housing Services as a witness.

Ms Channings responded to questions asked by the Council's representative, the Appellant's Representative and Members of the Committee and the HR and Legal Adviser.

During questioning on the Council's case by the representative of Mr CH and the Committee, an adjournment was requested.

Arising from the detailed consideration given to the written and oral evidence presented in particular the medical opinion of Dr Poole and a proposal that Mr CH be re-deployed with his previous position remaining open for a maximum period of twelve months, and subject to a satisfactory Occupational Health Assessment as to capability, the Council would seek to assist Mr CH back into his previous role, it was: -

RESOLVED

- (1) That Mr CH be re-deployed, with his previous position remaining open for a maximum period of twelve months, and that subject to a satisfactory Occupational Health Assessment as to capability, the Council would seek to assist Mr CH back into his previous role.
- (2) That the first Occupational Health Assessment be conducted after a period of three months.

The meeting ended at 12.15pm

CHAIR