

## DISCIPLINARY/DISMISSAL/GRADING APPEALS COMMITTEE

Friday 24<sup>th</sup> February 2006, at 9:45 am

### PRESENT:-

Councillor Banks - (Vice –Chairman in the Chair)  
Councillors Mrs Ameson, Knowles, Mottram, Taylor and Wright.

### Officers:-

Corporate Personnel Manager (Personnel and Support Services),  
Principal Solicitor and Ms K Smith (Directorate of Law and Property).

## 12 MINUTES

### RESOLVED

That the minutes of the meeting of the Committee held on 18<sup>th</sup> October 2005, be approved as a correct record and signed.

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## 13 APOLOGIES FOR ABSENCE

Apologies for absence from the meeting were submitted on behalf of Councillors Mrs Wilson, Jackson and C Woodall.

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## 14 DECLARATIONS OF INTEREST

No Member made a declaration of interest in accordance with the Member's Code of Conduct.

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## 15 EXCLUSION OF THE PUBLIC

### RESOLVED

That under Section 100A(4) of the Local Government Act 1972, 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 Schedule 12A to the Act, in particular the paragraph of Part I of that Schedule indicated below:-

#### Description of Item

#### Relevant Paragraph of Part I of Schedule 12A

Appeal by Mrs SJ

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APPEAL BY MRS SJ

The Committee considered an appeal by Mrs SJ against her dismissal from the employment of the Council. Mrs SJ was in attendance at the meeting.

The Council's appeals procedure was followed and Mrs SJ, the appellant, presented her case. Mr Collins, Senior Solicitor, presented the Council's case and called one witness.

Following final submissions, the parties left the meeting.

**RESOLVED**

1. That the Committee is satisfied that Mrs SJ was guilty of gross misconduct, as stated in the letter to Mrs SJ dated 23<sup>rd</sup> December 2005, however, in view of the circumstances of this case, the view of the Committee is the action taken by the Assistant Director of Housing, Directorate of Adult, Community and Housing Services, to terminate her employment with effect from 23<sup>rd</sup> December 2005, was not appropriate;
2. That the appeal by Mrs SJ against her dismissal from the employment of the Council be upheld.
3. That a Final Written Warning be placed on Mrs SJ's personal file for three years stating that any further misconduct within the period of the warning may lead to dismissal.

The meeting ended at 3:00 pm

CHAIRMAN