

DISCIPLINARY/DISMISSAL/GRADING APPEALS COMMITTEE

Wednesday 6th March, 2013, at 10.00 a.m.
in Committee Room 3

PRESENT

Councillor J Martin (Chair)
Councillor Hale (Vice-Chair)
Councillors Marrey, Ms Nicholls and Mrs Rogers, together with Mrs M Worton – Change and Strategy Head of Service, Miss S Riaz – Solicitor for the Council, Mr M Farooq – Assistant Director of Corporate Resources and Miss K Fellows (all Directorate of Corporate Resources)

ALSO IN ATTENDANCE (AS INDICATED)

An Assistant Director of Corporate Resources and Mrs LS
Ms A Whittington – (Representative of UNISON)

11. **APOLOGIES FOR ABSENCE**

Apologies for absence from the meeting were submitted on behalf of Councillors A Aston, Mrs P Martin and J Woodall.

12. **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.

13. **MINUTES**

RESOLVED

That the minutes of the meeting of the Committee held on 2nd October, 2012, be approved as a correct record and signed.

14. **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 Mrs LS	1

15. APPEAL BY MRS LS

The Committee considered an appeal on behalf of Mrs LS against her dismissal from the employment of the Council. The Council's procedure was followed.

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

Mrs LS was in attendance at the meeting together with Ms A Whittington (UNISON representative), who presented the case on behalf of Mrs LS.

There followed an initial adjournment in order for the Council's Statement of Facts to be confirmed between Mrs LS and her representative and the Solicitor for the Council.

The meeting was re-convened when the Appellant's representative confirmed that the Council's Statement of Facts was agreed.

The Appellant's representative summarised Mrs LS's case and responded to questions.

The Council's representative, Ms S Riaz summarised the Council's case and called an Assistant Director of Corporate Resources, Directorate of Corporate Resources as a witness who read her witness statement and responded to questions from the representative for Mrs LS, the Council's representative, Committee Members and the Legal and Human Resources advisors to the Committee.

Mrs LS responded to questions from the Council's representative, the Human Resources representative and Committee Members.

The Appellant's representative and the Council's representative then summed up their respective cases.

Following the summing up of their cases by the respective parties, the parties left the meeting at which point the Committee continued its deliberations.

Arising from detailed consideration given to the written and oral evidence presented it was:-

RESOLVED

That the Committee unanimously determined that the allegation of gross misconduct by Mrs LS is proven and that the decision to dismiss her be upheld.

The meeting ended at 2.30pm

CHAIR