

**Minutes of the Appeals Committee
Wednesday, 20th July, 2022 at 10.00am
In Committee Room 3, The Council House**

Present:

Councillor T Westwood (Chair)
Councillor S Henley (Vice-Chair)
Councillors A Goddard and S Mughal

Officers:

K Jesson (Human Resources (HR) Delivery Manager - Business Partnering and Intelligence),
J Hartley (Solicitor) and K Griffiths (Democratic Services Officer)

Also in attendance:

The appellant (AA), together with her Union Representative (LS)

M Bowsher (Director of Adult Social Care) and A Hubble (Human Resources Specialist)

10 **Apology for Absence**

An Apology for absence from the meeting was received from Councillor S Greenaway.

11 **Declarations of Interest**

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

12 **Exclusion of the Public**

Resolved

That the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information relating to any individual(s) as defined in Part I of Schedule 12A to the Local Government Act, 1972, as amended.

13 **Appeal by AA**

In accordance with the Council's Employee Improvement and Disciplinary Procedure, the Committee considered the appeal of AA against dismissal from the employment of the Council.

The Chair welcomed those present and all parties introduced themselves.

The appellant attended the meeting, together with her Union Representative.

Following introductions, the HR Delivery Manager (Business Partnering and Intelligence) explained the procedure and sought clarification on the statement of facts as there were two versions. It was confirmed that the two versions of the Statement of Facts would be considered as part of the appeal process.

The Union representative indicated that the appellant would also be addressed in a witness capacity.

The HR Delivery Manager (Business Partnering and Intelligence) sought clarification from both parties as to whether there were any witnesses. Both the Director of Adult Social Care and AA confirmed that the Head of Dudley Disability Services and a former employee of the Local Authority would be called as witnesses during the meeting.

Following the presentation of the cases by the appellant and representative and the Council's representative, including the submission made by the two witnesses, both parties and Members of the Committee were given the opportunity to ask questions. After hearing all submissions, both parties were given the opportunity to sum up their cases.

All parties then withdrew from the meeting to allow the Committee to consider their decision.

Following deliberations, and after careful consideration of all the available evidence, written and verbal representations provided at the meeting by both parties, it was: -

Resolved

That the decision in relation to the appeal for AA be deferred until 9th August 2022 at 1.00pm to allow additional information referred to at the meeting to be submitted to the Committee for consideration.

The meeting ended at 17.35 pm

CHAIR



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Metropolitan Borough Council

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