

DISCIPLINARY/DISMISSAL/GRADING APPEALS COMMITTEE

Monday 30th January, 2012, at 10.00 a.m.
in Committee Room 3

PRESENT

Councillor James (Chairman)
Councillor Ms Nicholls (Vice-Chairman)
Councillors A Aston, Banks, Ms Harris, Knowles, Mottram, Ms Partridge and J Woodall, together with Ms K Jesson - Head of Human Resources, Miss E Kerrigan – Solicitor for the Council, Miss S Riaz – Senior Solicitor, Mrs L Jury (all Directorate of Corporate Resources)

ALSO IN ATTENDANCE

Mr R P (Appellant)
Mrs T Reilly – Assistant Director Corporate Resources (Human Resources and Organisational Development)
Ms L Morgan- Danks (observer)

No objections were raised to the observer attending the meeting.

22 **APOLOGIES FOR ABSENCE**

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

23 **APPOINTMENT OF SUBSTITUTES FOR THE MEETING OF THE COMMITTEE**

It was reported that Councillor Knowles had been appointed as a substitute member for Councillor Mrs Cowell, for this meeting of the Committee only.

24 **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.

25 **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 of Mr R P	1

26 APPEAL BY MR RP

The Committee considered an appeal on behalf of a Mr R P against his dismissal from the employment of the Council.

In accordance with the process relating to appeal hearings, Mr R P presented his case in the presence of the Council's representative.

The Council's representative, the Committee and the HR and Legal Adviser then asked questions on the case.

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

During the questioning on the Council's case by Mr R P and the Committee, a brief adjournment was requested.

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

The Appellant 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 the detailed consideration given to the written and oral evidence presented it was: -

RESOLVED

That the decision to dismiss Mr R P on the basis that his conduct constituted gross misconduct be upheld.

The meeting ended at 12.35pm

CHAIRMAN

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