

**EMPLOYMENT APPEALS SUB-COMMITTEE**

**HELD: THURSDAY, 9TH MAY, 2019**

start: 10.15am

finish: 15.40pm

**PRESENT:**

**Councillors:**

G Owen (Chairman)  
K Wright (Vice-Chair)  
J Mee

**Officers:**

Principal Solicitor (Mrs K Lovelady)  
Principal HR & Learning & Development Officer (Ms G Farrimond)  
Member Services/Civic Officer (Mrs J Brown)  
Member Services/Civic Officer (Miss K Breakell)  
Legal Assistant (Miss Karen Smith)

**Parties to  
the Appeal:**

Management  
Director of Housing and Inclusion (Mrs J Sinott-Lacey)  
Head of HR & Organisational Development (Mrs S Lewis)

**Appellant  
Companion:**

Employee Payroll Number 2900656  
Ms J Brogan

**9 APOLOGIES**

There were no apologies for absence received.

**10 MEMBERSHIP OF THE SUB-COMMITTEE**

There were no changes to the membership of the Committee.

**11 URGENT BUSINESS, IF ANY, INTRODUCED BY THE CHAIRMAN**

There were no items of urgent business.

**12 DECLARATIONS OF INTEREST**

There were no declarations of interest received.

**13 EMPLOYMENT APPEALS PROCEDURE**

The Chairman referred to the above procedure.

**14 EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED:**

That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 2 (identity of an individual) and Paragraph 4 (Labour Relations) Part 1 of Schedule 12A outweighs the public interest in disclosing the information.

**15 APPEAL AGAINST OUTCOME OF DISCIPLINARY HEARING (PAYROLL REFERENCE 2900656) (IDENTITY OF AN INDIVIDUAL - Paragraph 2 and LABOUR RELATIONS - Paragraph 4)**

The Chairman welcomed both parties to the meeting.

Members were informed that the Sub – Committee was meeting to consider an appeal by an employee payroll 2900656 against summary dismissal.

That the grounds for appeal were:-

- That the Appellant disagreed that he was culpable for the allegations made against him.
- That the sanction imposed was unfair and unjust given the circumstances of the allegation.

In considering the Appeal the Sub – Committee had before it the following documents:-

Management Statement of Case and Appendices.

Appellant Statement of Case and Supporting Documents.

The Sub – Committee, in accordance with the procedure heard the following aspect of the Appeal;

- i. An oral submission and cross examination by Management.
- ii. An oral submission and cross examination by the Appellant.
- iii. Questions were put to all parties and witnesses, by each of the Parties and Members.
- iv. A summing up by Management and the Appellant.

Following the conclusion of summing up, both parties withdrew from the meeting and the Sub – Committee gave consideration to their decision.

The Sub – Committee came to the following conclusion:-

RESOLVED: That the Appeal be dismissed