

EMPLOYMENT APPEALS SUB-COMMITTEE **HELD: Thursday, 15 February 2024**
Start: 10.30 am
Finish: 1.00 pm

PRESENT:

Councillor: N Hennessy (Chairman)

Councillors: S Patel Mrs M Westley

Officers: Julia Brown, Democratic Services Officer
 Claire Kelly, Principal Solicitor and Deputy Monitoring Officer
 Sharon Lewis, Head of Human Resources and Organisational
 Development
 Kay Lovelady, Head of Legal & Democratic Services
 Vanessa Machen, Senior Human Resources Business Partner
 Kathryn Sephton, Head of Environmental Services
 Andrew Smith, Legal Assistant

1 **APOLOGIES**

There were no apologies for absence received.

2 **MEMBERSHIP OF THE SUB-COMMITTEE**

There were no changes to Membership of the Sub-Committee.

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

There were no items of urgent business.

4 **DECLARATIONS OF INTEREST**

There were no declarations of interest.

5 **EMPLOYMENT APPEALS PROCEDURE**

The Head of Legal and Democratic Services referred to the Employment Appeal Procedure.

6 **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.

7 APPEAL AGAINST 6059568 (PAYROLL REFERENCE)

(Note 1: In agreement with the Chairman, the meeting was postponed allowing the Appellant further time to attend the meeting until 10.30am).

(Note 2: The Appellant did not arrive and was not in attendance at the meeting).

The Chairman welcomed all to the meeting.

Members were informed that the Sub – Committee was meeting to consider an Appeal by employee (payroll reference 6059568) against the outcome of the Stage Three Attendance Hearing.

The grounds for appeal were detailed on pages 145 to 146 of the Book of Reports.

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

Management Statement of Case and Appendices.

Appellant Statement of Case – Letter of Appeal.

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

- i. An oral submission by Management.
- ii. A summing up by Management.

Following the conclusion of summing up, the Head of Environmental Services and Senior Human Resources Business Partner withdrew from the meeting and the Sub – Committee considered their decision.

The Sub – Committee came to the following conclusion: -

RESOLVED: That the Appeal be dismissed.

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Chairman