

## EMPLOYMENT APPEALS SUB-COMMITTEE

HELD:9 JUNE 2016

Start: 10.30AM

Finish: 3.35PM

Councillors: Devine (Chairman)  
Delaney (Vice Chairman)  
Mee

Officers: Principal Solicitor (Mrs K Lovelady)  
Member Services/Civic Support Officer (Mrs J Brown)  
Human Resources Advisor (Ms L Jackson)

Parties to  
The Appeal: Management  
Director of Street Scene (Mr G Concannon)  
Human Resources Officer (Mrs G Farrimond)

Appellant Employee Payroll Number (2900410)  
Appellant Advisor GMB Representative (Mr R Carrick)

Witnesses Witness X  
Operational Street Scene Manager (Mr G Peters)  
Human Resources Support Officer (Mrs S Cloherty)

### 1. APOLOGIES

There were no apologies for absence received.

### 2. MEMBERSHIP OF THE COMMITTEE

There were no changes to Membership of the Committee.

### 3. URGENT BUSINESS

There were no items of Urgent Business.

### 4. DECLARATIONS OF INTEREST

There were no declarations of interest.

### 5. EMPLOYMENT APPEAL PROCEDURE

The Chairman referred to the above 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 SUMMARY DISMISSAL - EMPLOYMENT PAYROLL NUMBER - 2900410  
(IDENTITY OF AN INDIVIDUAL / LABOUR RELATIONS - PARAGRAPHS 2 & 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 of the Council against summary dismissal.

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

- A. Management Statement of Case and Appendices.
- B. Investigation Statement of Case and Appendices.
- C. Supporting Documentation provided by Employee Payroll Number (2900410) and Ray Carrick (GMB representative) following the Disciplinary Hearing. Also includes a response from Mr G Concannon and communication from ACAS.

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

- i. An oral submission by Management.
- ii. An oral submission on behalf of the Appellant.
- iii. Questions put to each party by the other and questions put by Members to each party.
- iv. Questions put to all witnesses by each of the parties and Members.
- v. A summing up by Management and the Appellant's Representative.

Following the conclusion of summing up, both parties, together with the representative, 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.