

**EMPLOYMENT APPEALS SUB-COMMITTEE**

**TUESDAY, 20TH SEPTEMBER, 2016**

Start: 10.30am

Finish: 2.45pm

|                           |                                                                                                                                       |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| Councillors:              | Devine (Chairman)<br>Delaney (Vice Chairman)<br>Kay                                                                                   |
| Officers:                 | Principal Solicitor (Mrs K Lovelady)<br>Member Services/Civic Support Officer (Mrs J Brown)<br>Human Resources Advisor (Ms K Roberts) |
| Parties to<br>The Appeal: | Management<br>Director of Housing and Inclusion (Mr B Livermore)<br>Head of HR and Organisational Development (Interim) (Ms J Woods)  |
| Appellant:                | Employee Payroll Number 2900086                                                                                                       |
| Appellant Advisors:       | Unison Branch Secretary (Mr P Foster)<br>Unison Area Organiser (Ms S Garry)                                                           |

**8 APOLOGIES**

There were no apologies for absence received.

**9 MEMBERSHIP OF THE SUB - COMMITTEE**

There were no changes to Membership of the Committee.

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

There were no items of Urgent Business.

**11 DECLARATIONS OF INTEREST**

There were no declarations of interest.

**12 EMPLOYMENT APPEALS PROCEDURE**

The Chairman referred to the above procedure.

**13 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.

**14 APPEAL AGAINST OUTCOME OF DISCIPLINARY HEARING - EMPLOYMENT PAYROLL NUMBER 2900086**

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 the outcome of a disciplinary hearing.

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 were also provided with a demonstration of the Councils CRM system from the Customer Services Manager.

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. 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.