

PERSONNEL COMMITTEE

9.30 A.M.

7TH SEPTEMBER 2012

PRESENT:- Councillors Paul Gardner (Chairman), Shirley Burns, Mark Bevan (substitute for Jonathan Dixon), Billy Hill (Substitute) Roger Sherlock (Substitute) and Susan Sykes (substitute for Sylvia Rogerson)

Apologies for Absence

Councillors Jonathan Dixon, Melanie Forrest, Alycia James and Sylvia Rogerson

Officers in attendance:-

Sarah Taylor

Stuart Hampson (item 5 only)

Peter Baines

Head of Governance / Monitoring Officer

Human Resources Manager

Senior Democratic Support Officer

1 MINUTES

The minutes of the previous meeting were approved as a correct record.

2 DECLARATIONS OF INTEREST

There were no declarations of interest.

3 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN

There were no items of urgent business.

4 EXCLUSION OF THE PRESS AND PUBLIC

Resolved:

That in accordance with Section 100A (4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they could involve the possible disclosure of exempt information as defined in Paragraphs 1 and 2 of Schedule 12A of that Act.

5 REQUEST FOR VOLUNTARY REDUNDANCY (Page 3)

The Human Resources Manager introduced two requests for voluntary redundancy.

Resolved:

The resolution is set out in a minute exempt from publication by virtue of paragraphs (1) and (2) of Schedule 12A of the Local Government Act 1972.

6 GRIEVANCE HEARING

The committee considered an appeal against dismissal.

The appellant and their Trades Union representative presented their case for appeal, followed by questions from the Financial Services Manager, Human Resources Manager and the committee. The appellant called one witness, who gave evidence to the hearing and answered questions from both parties, and the committee.

At 2:15, the Chairman adjourned the meeting until Tuesday 11th September, 9:30, following a request from the appellant.

The committee subsequently heard the case for dismissal, presented by the Financial Services Manager and the Human Resources Manager. This was followed by questions from the appellant, their Trades Union representative, and members of the committee. Management called one witness, who gave evidence before answering questions from both parties and the committee.

The Financial Services Manager and the appellant were invited to summarise their cases.

(The appellant, their representative, the Financial Services Manager and the Human Resources Manager were requested to leave the meeting at 4:20pm. The committee then adjourned to reach its decision, and requested that the Head of Governance and Senior Democratic Support Officer leave the room during their discussions. The Head of Governance was recalled to assist the committee in documenting its decision, together with an officer from Democratic Services. At 5:50pm, the appellant, their representative, the Financial Services Manager and the Human Resources Manager were recalled to the hearing. The findings of the committee were read out.)

The Chairman thanked both parties for their presentations and the information provided.

Resolved:

That the appeal be upheld, and that the notice of dismissal be withdrawn.

Chairman

(The meeting ended at 5:55pm, Tuesday 11th September)

**Any queries regarding these Minutes, please contact
Peter Baines, Democratic Services, telephone 01524 582074 or e-mail
pbaines@lancaster.gov.uk**

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted