

PERSONNEL COMMITTEE

9.30 A.M.

19TH MARCH 2014

PRESENT: Councillors Ian Pattison (Chairman), Paul Gardner (Vice-Chairman), Shirley Burns, Billy Hill (substitute for Alycia James), Caroline Jackson (substitute for Melanie Forrest), Sylvia Rogerson and David Smith (substitute for Jonathan Dixon)

Apologies for Absence:

Councillors Jonathan Dixon, Melanie Forrest and Alycia James

Officers in attendance:

Stuart Hampson

Human Resources Manager

Peter Baines

Senior Democratic Support Officer

27 MINUTES

The minutes of the previous meeting, held on 25th February 2014, were approved as a correct record of events.

The Human Resources Manager advised that following the committee's decision on 25 February 2014 to disestablish post number EVM001, the post holder had expressed a request to be considered for voluntary redundancy.

This request had been approved by the Chief Executive under his delegated powers.

28 DECLARATIONS OF INTEREST

Councillor Rogerson declared an interest in item 6 on the agenda (minute 31), the nature of the interest being that she knew the appellant.

She did not know the appellant very well however, and both the councillor and the appellant were content for the councillor to remain at the meeting.

29 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN

There were no items of urgent business.

30 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.

31 APPEAL AGAINST DISMISSAL 1

Members considered an appeal against dismissal.

The Chief Officer (Resources) presented the case for dismissal, assisted by a Human Resources Officer. A Customer Services Team Leader was called as a witness and questioned by members of the committee, the Chief Officer (Resources), the appellant and their trade union representative.

The meeting was adjourned at 10:33am, to allow for the witness to be called, resuming at 11.00am, and adjourned again at 12:05pm for discussion, resuming at 12:20pm.

The case for dismissal concluded with questions to the Chief Officer (Resources) from members of the committee, the appellant and their trade union representative.

The appellant and their trade union representative subsequently presented their appeal, followed by questions from members of the committee, the Chief Officer (Resources) and the Human Resources Officer.

The appellant did not call a witness.

(The appellant, their representative, the Chief Officer (Resources) and the Human Resources Officer were requested to leave the meeting at 1:30pm. The committee then adjourned to reach its decision, with the Human Resources Manager and Senior Democratic Support Officer present to assist the councillors in formulating their decision. At 2:35pm, the appellant, their representative, the Chief Officer (Resources) and the Human Resources Officer were recalled to the meeting).

The chairman thanked both parties for their contribution to the meeting and announced the findings of the committee.

Resolved:

That the appeal against dismissal be upheld.

32 APPEAL AGAINST DISMISSAL 2

Members considered an appeal against dismissal.

The Chief Officer (Health and Housing) presented the case for dismissal, assisted by the Principal Human Resources Officer, concluding with questions from members of the committee, the appellant and their trade union representative.

The appellant and their trade union representative subsequently presented their case, followed by questions from the Chief Officer (Health and Housing), Principal Human Resources Officer and members of the committee.

Neither party called a witness.

(The appellant, their representative, the Chief Officer (Health and Housing) and the Principal Human Resources Officer were requested to leave the meeting at 4:05pm. The committee then adjourned to reach its decision, with the Human Resources Manager and Senior Democratic Support Officer present to assist the councillors in formulating their decision. At 4.30pm, the appellant, their representative, the Chief Officer (Health and Housing) and the Principal Human

Resources Officer were recalled to the meeting).

The chairman thanked both parties for their contribution to the meeting and announced the findings of the committee.

Resolved:

That the appeal against dismissal not be upheld.

Chairman

(The meeting ended at 4:42)

**Any queries regarding these Minutes, please contact
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