

## PERSONNEL COMMITTEE

3.00 P.M.

2ND APRIL 2014

**PRESENT:-** Councillors Ian Pattison (Chairman), Paul Gardner (Vice-Chairman), Shirley Burns, Caroline Jackson (substitute for Melanie Forrest), Margaret Pattison (substitute for Jonathan Dixon) and Sylvia Rogerson

### Apologies for Absence

Councillors Jonathan Dixon and Melanie Forrest

### Officers in attendance:-

Angela Jackson  
Stephen Metcalfe

Principal HR Officer  
Principal Democratic Support Officer, Democratic Services

### **37 DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **38 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN**

There were no items of urgent business.

### **39 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 item of business on the grounds that it could involve the possible disclosure of exempt information as defined in paragraphs 1 and 2 of schedule 12A of that Act.

### **40 APPEAL AGAINST TERMINATION OF CONTRACT OF EMPLOYMENT**

Members considered an appeal against termination of contract of employment.

The Chief Executive and the Human Resources Manager presented the case for termination of contract of employment. They were then questioned by members of the Committee.

The holder of post number EWH0001 was called as a witness and questioned by the Human Resources Manager, the appellant and the trade union representative. It was agreed by both parties that no further witnesses were required to be called. At this point the appellant and trade union representative were given the opportunity to question the Chief Executive and the Human Resources Manager.

The appellant subsequently gave evidence, assisted by a trade union representative,

followed by questions from the Committee, the Principal Human Resources Officer and Human Resources Manager.

Both parties were invited to summarise their cases.

*(The appellant, their trade union representative, the Chief Executive and the Human Resources Manager were requested to leave the meeting at 4:12pm. The Committee then adjourned to reach its decision, with the Principal Human Resources Officer and Principal Democratic Support Officer present to assist the Councillors in formulating their decision. At 4.34pm, the appellant, their trade union representative, the Chief Executive and Human Resources Manager were recalled to the meeting. The findings of the Committee were read out).*

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

***Resolved:***

After careful consideration of both sides and information provided in the bundle the Committee has unanimously decided to uphold the management's decision to terminate the appellant's current contract of employment and offer the appellant re-engagement on new terms and conditions.

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Chairman

(The meeting ended at 4.36pm)

**Any queries regarding these Minutes, please contact  
Stephen Metcalfe, Democratic Services - telephone 01524 582073 or e-mail  
sjmetcalfelancaster.gov.uk**