

## PERSONNEL COMMITTEE

10.00 A.M.

1ST OCTOBER 2015

**PRESENT:-** Councillors Elizabeth Scott (Chairman), Lucy Atkinson (Vice-Chairman), Caroline Jackson, Ronnie Kershaw, Jane Parkinson and Sylvia Rogerson

Apologies for Absence

Councillor David Smith

Officers in attendance:-

Stuart Hampson  
Stephen Metcalfe

HR & OD Manager  
Principal Democratic Support Officer

**19 MINUTES**

The Minutes of the meeting held on 15<sup>th</sup> September 2015 were approved as a correct record.

**20 DECLARATIONS OF INTEREST**

There were no declarations of interest.

**21 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN**

There were no items of urgent business.

**22 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.

**23 APPEAL AGAINST DISMISSAL**

Members considered an appeal against dismissal.

The Chief Officer (Environment) as the Management Respondent, assisted by a HR Partner presented the case for dismissal. The Appellant and their Representative were given the opportunity to question the Chief Officer (Environment) and the HR Partner. The Chief Officer and HR Partner were then questioned by Members of the Committee.

***There was an adjournment at 10.55a.m. and the meeting re-convened at 11.12a.m.***

The Appellant subsequently gave evidence, assisted by their Representative, followed

by questions from the Chief Officer (Environment).

***There was an adjournment at 11.30a.m. and the meeting re-convened at 11.41a.m.***

The Chief Officer (Environment) continued with questions. Members of the Committee and the Advisor to the Committee then asked question of the Appellant.

Neither party sought to call any witnesses.

Both parties were invited to summarise their cases, the Appellant having the last word.

***(The Appellant, their Representative, the Chief Officer (Environment) and the HR Partner were requested to leave the meeting at 12 noon. The Committee then adjourned to reach its decision, with the HR & OD Manager and Principal Democratic Support Officer present to assist the Councillors in formulating a decision. At 12.55p.m., the Appellant, their Representative, the Chief Officer (Environment) and the HR Partner 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 resolved to uphold the management's decision to dismiss the Appellant without notice.

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Chairman

(The meeting ended at 1.05p.m.)

**Any queries regarding these Minutes, please contact  
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