

## PERSONNEL COMMITTEE

10.00 A.M.

29TH OCTOBER 2015

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

Officers in attendance:-

Mark Cullinan	Chief Executive
Mark Davies	Chief Officer (Environment) for minute 28
Nadine Muschamp	Chief Officer (Resources) for minute 29
Sarah Taylor	Chief Officer (Governance) for minute 29
Stuart Hampson	HR and OD Manager
Sanna Hussain-Khan	HR Partner for minute 28
Debbie Chambers	Democratic Services Manager

### 24 MINUTES

The minutes of the meeting held on 1 October were approved as a correct record.

### 25 DECLARATIONS OF INTEREST

There were no declarations of interest.

### 26 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN

There were no items of urgent business.

### 27 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.

The Chairman informed Members that she would take item 6, the appeal against dismissal, before item 7 on the agenda.

### 28 APPEAL AGAINST DISMISSAL

The Committee considered an appeal against dismissal.

The Chairman outlined the procedure the meeting would follow to the appellant and his representative.

The Chief Officer (Environment) as the Management Respondent, presented the case for dismissal. The appellant and his representative were given the opportunity to question the Chief Officer. Members of the Committee then questioned the Chief Officer.

***The meeting adjourned at 9.45am and reconvened at 10.55am to allow the appellant's case to be presented by his representative.***

The Chief Officer (Environment) then questioned the appellant. Members of the Committee and the HR and OD Manager then asked questions of the appellant.

Neither party called any witnesses.

The Chief Officer (Environment) summarised his case and the appellant's representative summarised the case for the appellant.

***(The appellant, their representative, the Chief Officer (Environment) and the HR Partner were requested to leave the meeting at 11.30am. The Committee then adjourned to reach a decision, with the HR and OD Manager and Democratic Services Manager present to assist Councillors in formulating a decision. At 12.05pm, the appellant, his representative, the Chief Officer (Environment) and the HR Partner were recalled to the meeting. The HR and OD Manager read out the findings of the Committee.)***

The Chairman thanked both parties for attending.

***Resolved:***

After careful consideration of both sides and information provided in the bundle of documentation, the Committee resolved to uphold the management's decision to dismiss the appellant.

***(The meeting adjourned at 12.10pm and reconvened at 12.20pm.)***

**29 RESTRUCTURE - INFORMATION GOVERNANCE (Page 4)**

The Chief Officer (Governance) introduced a joint report of the Chief Officers for Governance and Resources, regarding a restructure of Information Governance.

***Resolved unanimously:***

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.

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Chairman

(The meeting ended at 12.30 p.m.)

**Any queries regarding these minutes, please contact  
Debbie Chambers, Democratic Services - telephone 01524 582057, or e-mail  
dchambers@lancaster.gov.uk**

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

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