

PERSONNEL COMMITTEE

1.00 P.M.

8TH MAY 2018

PRESENT:- Councillors Jon Barry (substitute for Caroline Jackson), Eileen Blamire, Ronnie Kershaw, Jane Parkinson and Phillippa Williamson (substitute for Sylvia Rogerson)

Apologies for Absence:-

Councillors Caroline Jackson, Margaret Pattison, Sylvia Rogerson and David Whitaker

Officers in attendance:-

Dave Rigby	Interim HR Manager
Stephen Metcalfe	Principal Democratic Support Officer

38 APPOINTMENT OF CHAIRMAN

With no current Chairman and, in the absence of the Vice-Chairman, the Principal Democratic Support Officer invited nominations for Chairman for this meeting only.

Resolved unanimously:

That Councillor Ronnie Kershaw take the Chair for this meeting only. Councillor Ronnie Kershaw here took the Chair.

39 DECLARATIONS OF INTEREST

There were no declarations of interest.

40 ITEMS OF URGENT BUSINESS AUTHORISED BY THE CHAIRMAN

There were no items of urgent business.

41 EXCLUSION OF THE PRESS AND PUBLIC

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.

42 APPEAL AGAINST DISMISSAL

Members considered an appeal against dismissal. The Chairman outlined the procedure that the meeting would follow.

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

The trade union representative gave evidence on behalf of the Appellant. Members of the Committee, the Chief Officer (Environment) and the HR Partner were given the opportunity to question the trade union representative and the Appellant.

Both parties were invited to summarise their cases, the trade union representative, on behalf of the Appellant, having the last word.

(The Appellant, their trade union representative, the Chief Officer (Environment) and the HR Partner were requested to leave the meeting at 2.38p.m. The Committee then adjourned to reach its decision, with the Interim HR Manager and the Principal Democratic Support Officer present to assist the Councillors in formulating their decision. At 3.50p.m., the Appellant, their trade union representative, the Chief Officer (Environment) and the HR Partner were recalled to the meeting.)

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

Resolved:

After careful consideration of both sides and of the verbal presentations and information provided in the bundles, the Committee resolved to uphold the management's decision to dismiss the Appellant without notice.

Chairman

(The meeting ended at 3.55 p.m.)

**Any queries regarding these Minutes, please contact
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