

**Minutes of the Appeals Committee
Wednesday, 16th February, 2022 at 10.00am
In Committee Room 4, The Council House**

Present:

Councillor T Westwood (Chair)
Councillors S Greenaway and S Henley

Officers:

K Jesson (Human Resources (HR) Delivery Manager - Business Partnering and Intelligence),
S Riaz (Solicitor) and M Johal (Senior Democratic Services Officer)

Also in attendance:

The appellant (GH), together with her Union Representative (LWC)

S Jones (Head of Family Solutions) and E James (Human Resources Specialist)

88 **Declarations of Interest**

No Member made a declaration of interest in accordance with the Members' Code of Conduct.

89 **Exclusion of the Public**

Resolved

That the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information relating to any individual(s) as defined in Part I of Schedule 12A to the Local Government Act, 1972, as amended.

90 **Appeal by GH**

In accordance with the Council's Employee Improvement and Disciplinary Procedure, the Committee considered the appeal of GH against dismissal from the employment of the Council.

The Chair welcomed those present and all parties introduced themselves.

The appellant attended the meeting, together with her Union Representative.

Following introductions, the HR Delivery Manager (Business Partnering and Intelligence) explained the procedure and sought clarification on the statement of facts as there were two versions. It was confirmed that GH had no issues with the statement of facts originally circulated with the pack and it was accepted.

Both parties confirmed that there were no witnesses from either side.

Following the presentation of GH's case and that of the Council's representative, both parties and Members of the Committee were given the opportunity to ask questions. After hearing all submissions, both parties were given the opportunity to sum up their cases.

All parties then withdrew from the meeting to allow the Committee to consider their decision.

Following deliberations, and after careful consideration of all the available evidence, written and verbal representations provided at the meeting by both parties, it was:-

Resolved

- (1) That the appeal for GW be upheld and she be reinstated subject to the following conditions:-
 - (a) A final written warning be issued to remain on GH's record for a period of three years in recognition of the seriousness of the incident;
 - (b) That GH be required to undertake regular supervision and monitoring sessions with her Line Manager.
- (2) That the Lead for Law and Governance advise the appellant of the decision of the Appeals Committee in writing within two working days.

The meeting ended at 11.50 pm

CHAIR



AC/38