

## **MINUTES OF APPEALS COMMITTEE MEETING - MONDAY, 28 NOVEMBER 2016**

### **Present:**

Councillor Ryan (in the Chair)

Councillors

Mrs Callow JP

Galley

Humphreys

G Coleman

Elmes

I Coleman

### **In Attendance:**

Mrs J Roberts, Employee Relations Manager, Blackpool Council

Ms J Mort, County Secretary and Solicitors Group, Lancashire County Council

Mrs L Dutton, Head of Organisation and Workforce Development, Blackpool Council

Mr S Thompson, Director of Resources, Blackpool Council

Miss Y Burnett, Senior Democratic Governance Advisor

### **1 DECLARATIONS OF INTEREST**

There were no declarations of interest on this occasion.

### **2 MINUTES OF THE LAST MEETING HELD ON 5 SEPTEMBER 2016**

**Resolved:** That the minutes of the meeting held on 5 September 2016 be approved and signed by the Chairman as a correct record.

### **3 EXCLUSION OF THE PUBLIC**

**Resolved:** That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the whole item, including the decisions referred to at Agenda item 4 on the grounds that it would involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

### **4 APPEAL AGAINST DISMISSAL ON THE GROUNDS OF REDUNDANCY**

Prior to consideration of the Appeal against dismissal on grounds of redundancy, the Committee was informed that written notification had been received from the appellant seeking an adjournment of the appeal on the grounds that he had a medical appointment.

The Committee considered the appellants request, the history of the appeal and noted the previously deferred Appeal on 12 October 2016 (at the appellant's request) and was of the opinion that deferring the appeal could not guarantee the appellants attendance at a future meeting.

**Resolved:** To hear the appeal in the appellants' absence and decide the case based on the written information submitted.

## MINUTES OF APPEALS COMMITTEE MEETING - MONDAY, 28 NOVEMBER 2016

The Committee considered a request to review the decision of the Council to dismiss an employee on the grounds of redundancy.

Mrs Roberts (Employee Relations Manager) and Ms Mort (County Secretary and Solicitors Group, Lancashire County Council) were in attendance to advise the Committee on policy and procedure only and had taken no part in the original decision.

Mrs L Dutton, Head of Organisation and Workforce Development, Blackpool Council presented the case on behalf of the Authority. Mr S Thompson, Director of Resources, Blackpool Council provided supporting evidence.

The Committee carefully considered all the representation and documentation put forward by both parties, including the additional papers submitted by the appellant after the agenda had been distributed.

The Committee was of the opinion that the redundancy situation had arisen as a result of changes in funding regimes or budgetary positions and whilst acknowledging that this had been a difficult case, believed that the Authority had made every effort to engage with the appellant throughout the process and that he had been treated fairly.

Various issues were raised within your letter of appeal and these were addressed individually by both Mrs Dutton and Mr Thompson during the meeting. In considering your Appeal, Members were informed that flexible retirement would not have been a viable option given the predicted level of work for the next year.

**Resolved:** That the original decision to dismiss the employee on the grounds of redundancy be upheld on the grounds that the decision taken had been fair and reasonable.

Background papers: Exempt.

### 5 DATE OF NEXT MEETING

**Resolved:** To note the date of the next meeting as 23 January 2017.

### Chairman

(The meeting ended 11.00 am)

Any queries regarding these minutes, please contact:  
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