

## MINUTES OF APPEALS COMMITTEE MEETING - MONDAY, 21 JULY 2014

### **Present:**

Councillor G Coleman (in the Chair)

Councillors

Mrs Callow JP

Elmes

Galley

Ryan

### **In Attendance:**

Carmel White, Assistant Head of Legal Services

Janet Roberts, Employee Relations Team Manager

Bernadette Jarvis, Senior Democratic Services Adviser

### **1 DECLARATIONS OF INTEREST**

There were no declarations of interest on this occasion.

### **2 MINUTES OF THE MEETING HELD ON 7TH APRIL 2014**

**Resolved:** That the minutes of the meeting held on 7<sup>th</sup> April 2014 be signed by the Chairman as a correct record.

### **3 MINUTES OF THE MEETING HELD ON 30TH JUNE 2014**

**Resolved:** That the minutes of the meeting held on 30<sup>th</sup> June 2014 be signed by the Chairman as a correct record.

### **4 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.

### **5 APPEAL AGAINST DISMISSAL**

The Committee considered a request for a review of the Council's decision to dismiss an employee.

The relevant Director and Employee Relations Adviser were in attendance at the meeting.

The appellant, accompanied by a relative, was in attendance at the meeting.

Mrs Roberts (Employee Relations Team Manager) and Mrs White (Assistant Head of Legal Services) were in attendance to advise the Committee on policy and procedure only and had taken no part in the original decision.

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The Committee carefully considered all the facts put forward by both parties.

During consideration of the case, the Committee noted concerns raised by the appellant regarding the working practices at their place of work, although it did not agree that the issues undermined the employer's case.

### **Resolved:**

1. To agree to the request from the appellant that she be supported by a relative at the meeting.
2. That the original decision to dismiss the employee on the grounds of gross misconduct be upheld on the grounds that the decision taken had been fair and reasonable.
3. To request officers to review the working practices within the place of work.

Background papers: Exempt

### **6 DATE OF NEXT MEETING - 11TH AUGUST 2014**

Members noted the date of the next meeting as Monday 11<sup>th</sup> August 2014.

### **Chairman**

(The meeting ended 12.03 pm)

Any queries regarding these minutes, please contact:  
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