

## MINUTES OF APPEALS COMMITTEE MEETING - FRIDAY, 17 MARCH 2023

### **Present:**

Councillor Benson (in the Chair)

Councillors

Hutton

R Scott

Jackson

Wilshaw

### **In Attendance:**

Mrs Janet Roberts, Employee Relations Team Manager

Dawn Goodall, Head of Legal Services

Jenni Cook, Democratic Governance Senior Adviser

### **1 DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **2 MINUTES OF THE LAST MEETING HELD ON 25 NOVEMBER 2022**

#### **Resolved:**

That the minutes of the meeting held on 22 November 2022 are approved and signed by the Chair as a correct record.

### **3 APPEAL AGAINST DISMISSAL**

The Committee considered the request to review the decision of the Council to dismiss an employee.

The Appellant was in attendance at the meeting.

Mrs Roberts, Employee Relations Team Manager, and Ms Goodall, Head of Legal, Governance and Partnerships, were in attendance to advise the Committee on policy and procedure only and had taken no part in the original decision.

Also in attendance was Mrs Cook, Clerk to the Committee.

The relevant Head of Service, Investigating Officer and Employee Relations Adviser presented the case on behalf of the Authority and the Appellant presented their case.

The Committee acknowledged the representations put forward by both parties.

The Committee considered the Appellant's statement that they had not acted in such a manner and on balance, based on the evidence submitted, the Committee considered that the incident had taken place as described in the investigation report and it was reasonable to conclude that the Appellant had committed an act of gross misconduct.

The Committee further considered that there were no mitigating circumstances offered in the Appellant's representation.

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The Committee was satisfied that the Council's policies and procedures had been followed and that the decision to dismiss was reasonable and proportionate. The Committee was satisfied that the Council had followed process and procedure and that gross misconduct had been proven.

### **Resolved:**

That the appeal is dismissed as the Committee was satisfied that the Council had followed its processes and procedures, that gross misconduct had been proven and the decision to dismiss the Appellant on the grounds of gross misconduct was upheld.

### **4 DATE OF THE NEXT MEETING**

The date of the next meeting was confirmed as 21 April 2023.

### **Chairman**

(The meeting ended at 10.16 am)

Any queries regarding these minutes, please contact:  
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