

<b>Report to:</b>	<b>APPEALS COMMITTEE</b>
<b>Item number</b>	<b>3</b>
<b>Relevant Officer:</b>	Carmel McKeogh, Assistant Chief Executive Human Resources and Organisational Development
<b>Date of Meeting</b>	30 <sup>th</sup> June 2014

## APPEAL AGAINST DISMISSAL

### 1.0 Purpose of the report:

1.1 The Committee to consider and determine a request for a review of a decision of the Council to dismiss an employee.

### 2.0 Recommendation(s):

2.1 To determine the request for a review

### 3.0 Reasons for recommendation(s):

3.1 Once an application for a review has been received the application and any relevant representation must be considered by the Appeals Committee.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

3.3 Other alternative options to be considered:

There are no alternative options as the review must be considered by the Appeals Committee.

#### **4.0 Council Priority:**

4.1 The relevant Council Priority is:

- Deliver quality services through a professional, well-rewarded and motivated workforce

#### **5.0 Background Information**

5.1 A request for a review has been received from an employee in respect of dismissal from the Council.

5.2 Details of the Management's statement of case and the employee's appeal case are Attached at Appendix 3(a).

5.3 The employee has been invited to attend the meeting and an officer of the Council will be in attendance to present the case on behalf of the Management.

5.4 Members are advised that consideration of this case commenced at a previous meeting of the Committee on 7<sup>th</sup> April 2014 and was subsequently adjourned for legal reasons. Despite extensive efforts, it has not been possible to rearrange the adjourned meeting with the same Committee Membership and as the only decision that had been made by the Committee at the above meeting related to the admittance of a witness to the hearing, Members are advised to consider this as a new case.

Does the information submitted include any exempt information?

Yes

#### **List of Appendices:**

Appendix 3(a): Details of Case (Not for Publication).

#### **6.0 Legal considerations:**

6.1 The Head of Legal Services will be represented at the meeting to advise the Committee on policy and procedure only and will not have been involved with any of the decisions previously taken.

**7.0 Human Resources considerations:**

7.1 The Assistant Chief Executive, Human Resources and Organisational Development will be represented at the meeting to advise the Committee on policy and procedure only and will not have been involved with any of the decisions previously taken.

**8.0 Equalities considerations:**

8.1 None

**9.0 Financial considerations:**

9.1 None

**10.0 Risk management considerations:**

10.1 None

**11.0 Ethical considerations:**

11.1 None

**12.0 Internal/ External Consultation undertaken:**

12.1 None

**13.0 Background papers:**

13.1 Exempt

