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MINUTES OF APPEALS COMMITTEE MEETING - MONDAY, 7 JUNE 2021

Present:

Councillor Owen (in the Chair)

Councillors

Hutton

R Scott

T Williams

Farrell

In Attendance:

Dawn Goodall, Head of Legal Services

Linda Dutton, Head of Organisation and Workforce Development

Jenni Cook, Democratic Governance Senior Adviser

1 DECLARATIONS OF INTEREST

There were no declarations of interest on this occasion.

2 MINUTES OF THE LAST MEETING HELD ON 16 MARCH 2021

Resolved: That the minutes of the meeting held on 16 March 2021 be approved and signed by the Chair as a correct record.

1 DECLARATIONS OF INTEREST

There were no declarations of interest on this occasion.

2 MINUTES OF THE LAST MEETING HELD ON 16 MARCH 2021

Resolved: That the minutes of the meeting held on 16 March 2021 be approved and signed by the Chair as a correct record.

3 EXCLUSION OF PUBLIC AND PRESS

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

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

The appellant, accompanied by a Trade Union representative, was in attendance at the meeting.

Mrs Dutton (Head of Human Resources and Workforce Development) and Ms Goodall

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(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.

The Committee carefully considered all the representation and documentation put forward by both parties. The Committee considered all the information provided by the appellant regarding their personal circumstances.

The Committee acknowledged the information put forward by both the appellant and the Local Authority and were satisfied that the Council's policies and procedures had been followed and the decision to dismiss was reasonable and proportionate given the admitted issues.

The Committee noted the efforts made to support the appellant with their significant personal problems; however the Committee agreed with the relevant Head of Service that the Council could not ignore the risks to the safety of the appellant, colleagues and the public.

Resolved:

That the appeal is dismissed as the Committee was satisfied that the Council's relevant policies and procedures had been correctly followed and the decision was reasonable and proportionate.

5 DATE OF NEXT MEETING - 19 JULY 2021

Resolved: To note the date of the next meeting as 19 July 2021.

Chairman

(The meeting ended 12.15 pm)

Any queries regarding these minutes, please contact:
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