

Employee Appeals Panel

A meeting of the Employee Appeals Panel was held on Friday, 30 June 2006.

Present: Councillor Rix (Chairman), Councillors Dalgarno and Mrs Robinson.

Officers: J Douglas, April McNamee (Observer) (LD); I Hodgson, J McCann, M Metcalfe (DNS); Gemma Corking (Observer), C Lindsey, D McGuire (HR).

Apologies for absence were submitted on behalf of Councillors Cherrett, Leonard, Mrs Nelson, Patterson, Salt and Woodhead.

In Attendance by Invitation: J.McDade (Unison), M H (Appellant), D Ross (Unison, witness).

289 Exclusion of the Public

RESOLVED that under Section 100(A) of the Local Government Act 1972 the public be excluded from the meeting for the whole of the item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Act.

290 Dismissal Appeal – M.H

The Chairman introduced the Panel Members to the Appellant, their representative and the Management side representatives.

The Management side were then invited to present their case, which was supported by documentation circulated to the Panel and the Appellant. Questions were then invited from the Appellant and their representative and elected Members of the Panel.

The Appellant's trade union representative then outlined the case for appeal, which was also supported by documentation already circulated to the Appeal Panel and Management.

The Management side summarised their case. The Appellant's trade union representative then summarised the Appellant's case.

RESOLVED that:-

1. M H's dismissal on grounds of capability is upheld;
2. M H's period of notice is to be extended by a further 11 weeks in order that other options for employment within the Council can be considered.
3. M H to ensure he is available for a Skills Audit to be carried out as soon as possible