

## **Employee Appeals Panel**

A meeting of Employee Appeals Panel was held on Thursday, 21st December, 2006.

**Present:** Cllr Rix (Chairman), Cllr M Cherrett, Cllr I J Dalgarno, Cllr K Leonard, Cllr Mrs K F Nelson, Cllr Mrs B Robinson, Cllr F G Salt, Cllr B Woodhead.

**Officers:** M Poole, S Atkinson (HR), C Gilliland-Brown (R); Mrs D McGuire (R), Mrs J Douglas (L&D), Mrs M Stowe (L&D).

**Also in attendance:** KB (Appellant); J McDade (Unison); SH, JG, CP (witnesses).

**Apologies:** Cllr Patterson.

### **986 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.

### **987 Appeal Against Dismissal**

Consideration was given to a summary of an appeal against dismissal submitted by KB in connection with her employment within the Training and Employment Services.

The Investigating Officer outlined the investigation and the reasons surrounding the dismissal of the Appellant, which was supported by documentation already circulated to the Appeal Panel and the appellant, which was followed by questions from the Trade Union representative and then Members of the Appeals Panel.

The trade union representative outlined the case for the appeal, supported by documentation already circulated to the Appeal Panel and management, which was followed by questions from the management representative and then Members of the Appeals Panel.

RESOLVED that in respect of the appeal against dismissal, the appeal be upheld. However, on the balance of probabilities, it was felt that KB had taken certain actions which were deliberate and inappropriate and which warranted disciplinary action. The Panel decided that the Appellant should be issued with a final written warning.