

Employee Appeals Panel

A meeting of Employee Appeals Panel was held on Wednesday, 26th September, 2007.

Present: Cllr Roy Rix (Chairman), Cllr Ian Dalgarno, , Cllr Julia Roberts and Cllr Fred Salt.

Officers: N Chilton, Manager Behaviour for Learning Service (CESC), S Watson, Human Resources Manager (HR), R Jefferson (HR Advisor to the Panel), J Nertney, (Legal Advisor to the Panel).

Also in attendance: GS and TS (witnesses called by management), IW (Appellant); AP (NASUWT Representative), AF (witness called by the Appellant).

Apologies: Cllr Mrs Kath Nelson.

EAP 4/07 **Declarations of Interest**

There were no interests declared.

EAP 5/07 **Exclusion of the Public**

RESOLVED that under Section 100A(4) of the Local Government Act 1972 the public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

EAP 6/07 **Appeal Against Dismissal**

The Chairman introduced all persons who were present and explained the procedure that would be followed during the hearing.

The Management representative was then invited to present their case which was supported by documentation circulated to the Panel and the Appellant. Evidence was heard from two witnesses called by management, namely TS and GS. Questions were then invited from the Appellant and their representative and elected Members of the Panel.

The Appellant's representative then outlined the case for appeal, which was also supported by documentation already circulated to the Appeal Panel and management. The Appellants representative called evidence from AF. The management representative and then Members asked questions of the Appellant and their witness.

RESOLVED that:-

1. The appeal be upheld and the Appellant be reinstated to his post.
2. The dismissal be withdrawn and substituted with a written warning.