

Employee Appeals Panel

A meeting of Employee Appeals Panel was held on Thursday, 1st November, 2007.

Present: Cllr Roy Rix (Chairman); Cllr Mrs Kath Nelson, Cllr Julia Roberts and Cllr Fred Salt.

Officers: Glyn Roberts, Community Care Manager (CESC), Janice Stephen, Senior Human Resources Officer (HR), Barbara Brookes (CESC), Karen Orley (CESC), Ros Jefferson (HR Advisor to the Panel), April McNamee, (Legal Advisor to the Panel).

Also in attendance: Appellant (GM), Nicola Haddaway (witness); Rebecca Boyers (legal observer).

Apologies: Cllr Ian Dalgarno.

EAP Declarations of Interest

10/07

No interests were declared.

EAP Exclusion of the Public

11/07

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 Appeal against dismissal.

12/07

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

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

The Appellant then outlined the case for appeal, which was also supported by documentation already circulated to the Appeal Panel and Management. This was then followed by questions from the management representative and then Members.

RESOLVED that after full and detailed consideration the Panel determined that RC's dismissal on grounds of gross misconduct be upheld.