

Employee Appeals Panel

A meeting of Employee Appeals Panel was held on Thursday, 26th June, 2008.

Present: Cllr Roy Rix(Chairman), Cllr Mrs Kath Nelson(Vice-Chairman), Cllr Ian Dalgarno, Cllr Fred Salt, Cllr Mrs Allison Trainer

Officers: Neil Pocklington (CESC), Liz Devine (HR), Denise McGuire (HR Advisor to the Panel), April McNamee, (Legal Advisor to the Panel)

Also in attendance: Appellant (JF), John McDade (Unison)

Apologies: none

EAP Declarations of Interest

12/08

There were no interests declared.

EAP Exclusion of the Public

13/08

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 a Dismissal - J F

14/08

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 documentation circulated to the Panel and the Appellant. Questions were then invited from the Appellant, her representative 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 Members.

RESOLVED that after full and detailed consideration, the Panel determined that JF's appeal against dismissal on grounds of gross misconduct was upheld. The Panel directed that JF be reinstated with immediate effect subject to a final written warning and an undertaking to repay all monies owed to the Council for over claimed car mileage.