

EMPLOYEE APPEALS PANEL

A meeting of Employee Appeals Panel was held on Monday 17 June 2024.

Present: Cllr Norma Stephenson OBE (Chair), Cllr Jim Beall (Vice-Chair), Cllr Tony Riordan, Cllr Alan Watson and Cllr Sally Ann Watson.

Officers: Jill Douglas (Assistant Director and advisor to the Panel), Leanne Dudhill (Assistant Director, HR and Organisational Development) Craig Willows (Assistant Director, Community Services and Transport), Gemma Dowd (HR Manager – Advisory) and John Thirling (Fleet Services Manager).

Also in attendance: IH, Tom Zagoria (Trades Union representative)

Apologies: None

EA/1/24 Evacuation Procedure

The Evacuation Procedure was noted.

EA/2/24 Declarations of Interest

For transparency, the Trades Union representative, Tom Zagoria, advised that he was a partner of a Stockton-on-Tees Councillor who was not a Member of the Employee Appeals Panel.

EA/3/24 Minutes

AGREED That the minutes of the meeting held on 14 September 2023 be confirmed as a correct record and signed by the Chair.

EA/4/24 Exclusion of the Press and Public

RESOLVED that under Section 100A of Schedule 12A of the Local Government Act 1972, the press & public be excluded from the meeting on the grounds that it is likely to discuss exempt information as defined in Paragraph 1 of the Act.

EA/5/24 Appeal against Dismissal

The Panel heard an appeal against dismissal in accordance with the procedure for the Panel meeting.

RESOLVED that the appeal by IH be upheld and the case be referred through the Council's capability procedure.