

## **PERSONNEL PANEL**

### **MINUTES OF MEETING HELD ON 7 MARCH 2008.**

Present: Councillors Mrs M Woodburn (Chair); H Branney; P Whalley; N Williams.

Apologies for absence were received from Councillors N Clarkson; Mrs Y R T Clarkson and K Hitchen.

Officers: L Gleed, Human Resources Manager; N White, Scrutiny Support Officer; T Chilcott, Corporate Director Quality Of Life (PER 26 only), and J Carroll Waste Services Manager (PER 26 only).

#### **PER 24 Minutes**

The minutes of the meeting held on 7 March 2008 were signed by the Chair as a correct record.

#### **PER 25 Exclusion of Press and Public**

**RESOLVED** - That pursuant to Section 100(A)(4) of the Local Government Act, 1972, as amended, the press and public be excluded from the meeting for the following items of business on the grounds of likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Act.

#### **PER 26 Appeal Against Dismissal**

The Panel heard an appeal against dismissal by an employee in the Safer and Greener Team in Leisure and Environmental Services.

The Panel noted that a letter from the appellant dated 20 February 2008 had been construed as notice of appeal for the purposes of the procedure.

The Panel heard the grounds of appeal from the appellant and his representative, and asked questions of both. The Panel also considered a further letter and evidence submitted by the appellant.

The Panel then heard the management representative explain the decision made at the relevant disciplinary hearing and the reasons for it. The Panel asked questions of the management representative.

The Panel considered verbal evidence from a further management representative.

The appellant and his representative and the management representatives then withdrew from the meeting while the Panel considered their decision.

**RESOLVED** – that after listening to all the evidence the panel found that

- (a) The finding of gross misconduct should be upheld;
- (b) The decision of the hearing officer should be upheld;
- (c) The decision to dismiss the employee should be confirmed and a letter be written to the employee within five working days confirming this decision, and
- (d) The Council consider its Discipline and Capability Procedure in light of the evidence at this appeal.

The appellant and his representative and the management representative then re-joined the meeting and were informed of the Panel's decision.

The meeting closed at 11.55 am

Chairman