



Leicester
City Council

Minutes of the Meeting of the
EMPLOYEES COMMITTEE (APPEALS)

Held: MONDAY, 6 JANUARY 2020 at 10.15am

P R E S E N T :

Councillor Cank (Chair)

Councillor Dr Moore
Councillor Shelton

* * * * *

18. APOLOGIES FOR ABSENCE

There were no apologies for absence.

19. DECLARATIONS OF INTEREST

No declarations of interest were made.

20. PRIVATE SESSION

RESOLVED:

that the press and public be excluded during consideration of the following item in accordance with the provisions of Section 100A(4) of the Local Government Act 1972, as amended, because it involves the likely disclosure of exempt information, as defined in the paragraph detailed below of Part 1 of Schedule 12A of the Act, and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information:

PARAGRAPH 1

Information relating to any individual

21. APPEAL AGAINST DISMISSAL

The Committee considered an appeal against dismissal from employment with the City Council under the Council's absence management policy.

Karen Demmer (HR Team Manager) and Alison Greenhill (Director of Finance) were present as advisors to the Committee.

The management representative was Kirsty Wright (Customer Support Team Leader). Sharron Daley (Human Resources Advisor) was present as HR advisor to management.

The appellant was present at the meeting.

Neither the appellant or management called any witnesses.

The Committee carefully considered all the representations made to it and the written evidence submitted, upon which it was able to ask questions.

RESOLVED:

That the appeal be rejected and the management decision to dismiss the appellant upheld.

Reasons:

1. The Committee was satisfied that management made every effort to offer reasonable adjustments to facilitate a return to work for the appellant, but neither the appellant or Occupational Health were able to give any likely date of return to work at the point of dismissal.
2. The Committee was satisfied that management considered the length of absence, the effect this was having on the service and their duty to offer the appellant support and any adjustments, and came to a reasonable decision to dismiss the appellant at that time.
3. It therefore was the unanimous decision of the Committee to reject the appeal and uphold management's decision to dismiss the appellant.

22. CLOSE OF MEETING

The meeting closed at 2.00 pm