



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: FRIDAY, 10 JANUARY 2020 at 10.15am

P R E S E N T :

Councillor Cank (Chair)

Councillor Gee  
Councillor Whittle

\* \* \* \* \*

**23. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**24. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**25. 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

**26. 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 Chris Burgin (Director of Housing) were present as advisors to the Committee.

The management representative was Robert Webster, (Gas and Heating Services Manager). Carolyn Joseph (Human Resources Advisor) was present as HR advisor to management.

The appellant was present at the meeting and was accompanied by Valerie Wallbrook (Unison trades union).

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 considered the evidence at the disciplinary panel and were reasonable in concluding that, on the balance of probabilities, the allegations against the appellant were proven.
2. The Committee was satisfied that these were serious allegations and that they constituted a serious breach of trust and confidence warranting dismissal.
3. It therefore was the unanimous decision of the Committee to reject the appeal and uphold management's decision to dismiss the appellant.

**27. CLOSE OF MEETING**

The meeting closed at 1.15 pm