



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: MONDAY, 10 FEBRUARY 2020 at 10.15am

P R E S E N T:  
Councillor Cank

Councillor Dr Moore

Councillor Whittle

\* \* \* \* \*

**28. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**29. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**30. ANY OTHER URGENT BUSINESS**

**31. 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

**32. APPEAL AGAINST DISMISSAL**

The Committee considered an appeal against dismissal from employment with the City Council on the grounds of cumulative misconduct.

Nicola Graham (HR Team Manager) and Tracie Rees (Director, Adult Social

Care and Commissioning) were present as advisors to the Committee.

The management representative was Mary McCausland, Head of Service, Adult Social Care. Alan Faulkner was present as HR advisor to management.

The appellant was present at the meeting and was represented by Gaynor Garner from Unison.

Neither the appellant nor 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 Managements decision to dismiss was reduced to a final written warning and the employee was reinstated.

Reasons:

1. Members on the panel were concerned around the execution of its duty of care to the appellant, given the very specific circumstances of this case.
2. Members on of the panel were also concerned about the support provided to the appellant stemming from the stress action plan around the appellants mental health and depression.

### **33. CLOSE OF MEETING**

The meeting closed at 2.36pm