



Leicester
City Council

Minutes of the Meeting of the
EMPLOYEES COMMITTEE (APPEALS)

Held: MONDAY, 12 MAY 2025 at 10.15am

P R E S E N T :

Councillor Whittle (Chair)
Councillor Sood
Councillor Kitterick

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1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

2. DECLARATIONS OF INTEREST

No declarations of interest were made.

3. ANY OTHER URGENT BUSINESS

4. 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

5. APPEAL AGAINST DISMISSAL

The Committee considered an appeal against dismissal from the post of Neighbourhood Housing Officer on the grounds of attendance.

Nicola Graham (Human Resources Team Manager) and Charlotte McGraw (Head of Service, Housing) were present.

The Management Representative was Mandy Smith (Area Manager). Sharron Daley was present as HR Advisor to management.

The appellant was present at the meeting and represented by Valerie Wallbrook (Unison).

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

RESOLVED:

Management's decision to dismiss was upheld and the appeal was rejected.

REASON FOR THE DECISION:

The panel formed a unanimous decision about the appeal against dismissal. It was their view that management have behaved responsibly in supporting the appellant's absence from work and had complied fully with the absence management procedure. The problems with communication and timely submission of fit notes were largely due to the appellant being out of the country which was his own choice and of which management were not aware until the appeal hearing.

The appellant expressed their view today that they would not be happy to return to the same team and the panel were therefore not convinced that a return to work would be successful.

For all of these reasons the panel upheld management's decision to dismiss and not to support the appellant's appeal.

The panel noted all of their concerns around bullying and harassment and were assured by the Head of Service that management had looked into these and taken appropriate action but would continue to be alert to any future issues raised.

DIRECTORS COMMENT: *The Committee carefully considered all of the representations made and formed a unanimous view.*

CLOSE OF MEETING: 1.45pm

