



Leicester
City Council

Minutes of the Meeting of the
EMPLOYEES COMMITTEE (APPEALS)

Held: MONDAY, 13 FEBRUARY 2017 at 10:15 am

P R E S E N T:

Councillor Westley - Chair

Councillor Alfonso

Councillor Cutkelvin

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41. APOLOGIES FOR ABSENCE

There were no apologies for absence.

42. DECLARATIONS OF INTEREST

No declarations of interest were made.

43. 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

44. APPEAL AGAINST DISMISSAL

The Committee considered an appeal against dismissal from employment with the Leicester City Council under the Disciplinary Policy.

Caroline Tote, Director for Social Care and Early Help and Nicola Graham, HR Team Manager were present as advisors to the Committee.

The management representative was Ruth Lake, Director, Adult Social Care and Safeguarding. Ruth Barr (HR Advisor) was present as HR Advisor to management.

The appellant was present and represented by Steve Joyce (Unison).

There were no witnesses.

The Committee considered the written submissions and discussed and took into account the evidence from management and the appellant in coming to its decision.

RESOLVED:

That the appeal against dismissal be rejected and the management's decision to dismiss the appellant be upheld.

Reasons:

Having considered the representations the Committee were unanimous in their view that the allegations amounted to gross misconduct and that management were correct in their decision to dismiss the appellant.

The Committee was also of the unanimous view that the City Council's Disciplinary Policy had been fairly applied by management and as a result the committee upheld management's decision to dismiss.

45. ANY OTHER URGENT BUSINESS

There being no other business the meeting closed at 12.15pm.