



Leicester
City Council

Minutes of the Meeting of the
EMPLOYEES COMMITTEE (APPEALS)

Held: MONDAY, 2 OCTOBER 2017 at 10.15am

P R E S E N T :
Councillor Westley – Chair
Councillor Cleaver
Councillor Cutkelvin

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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. 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

4. APPEAL AGAINST DISMISSAL

The Committee considered an appeal against dismissal from employment with the Leicester City Council due to misconduct.

Ruth Lake (Director of Adult Social Care and Safeguarding) and Nicola Graham (HR Team Manager) were present as advisors to the Committee.

The management representative was Matt Wise, Interim Head of Service.

Alan Faulkner (HR Advisor) was present as HR Advisor to management.

The appellant was present and represented by Gaynor Garner (Unison).

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

RESOLVED:

1. That the appeal against dismissal be upheld and the Appellant to be reinstated to the role of Team Support Worker.
2. That a final written warning be issued with instruction that no similar conduct would be tolerated.

Reasons:

The appellant was found to be blameworthy of all the allegations but Members were of the view that the sanction of dismissal was too harsh.

The panel felt that the original decision was disproportionate to the allegations and the employee had shown sufficient remorse for a second chance to be afforded.

5. ANY OTHER URGENT BUSINESS

There being no further business the meeting closed at 1.30pm