



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: TUESDAY, 17 APRIL 2018 at 10.15am

P R E S E N T :

Councillor Alfonso (Chair)

Councillor Cank  
Councillor Chaplin

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**24. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**25. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**26. 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

**27. APPEAL AGAINST DISMISSAL ON ILL-HEALTH GROUNDS**

The Committee considered an appeal against dismissal from employment with the City Council under the Council's Attendance Management Policy.

Karen Demmer (HR Team Manager) and Caroline Tote (Director of Social Care & Early Help) were present as advisors to the Committee.

The management representative was Teodora Bott (Head of Service – Child Safeguarding & Quality Assurance). Parvathi Jagomohan (HR Advisor) was present as HR advisor to management.

The appellant was present and was accompanied by Ty Denton of Unite trades union.

Neither the appellant or management called any 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 be upheld and the appellant reinstated.

Reasons:

The Committee felt that there were delays and procedure errors throughout the management of the absence case sufficient to warrant upholding the appeal.

## **28. CLOSE OF MEETING**

The meeting closed at 4.30 pm