



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: MONDAY, 18 JUNE 2018 at 10.15am

P R E S E N T :

Councillor Cank (Chair)

Councillor Cleaver  
Councillor Khote

\* \* \* \* \*

**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 City Council under the Council's disciplinary policy.

Karen Demmer (HR Team Manager) and Chris Burgin (Director of Housing) were present as advisors to the Committee.

The management representative was Rob Webster (Gas and Heating Services Manager). Alan Faulkner (HR Advisor) was present as HR advisor to management.

The appellant was present and was accompanied by Steve Issitt of Unite trades union.

The appellant did not call any witnesses. Management called Ben Smith as a witness.

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 rejected and the management decision to dismiss the appellant upheld.

Reasons:

- 1) The Committee was satisfied that management made a reasonable decision that the applicant was blameworthy of the allegations.
- 2) As the allegations referred to under reason 1) above constituted gross misconduct, dismissal was an appropriate sanction.

## **5. CLOSE OF MEETING**

The meeting closed at 11.30 am