



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: TUESDAY, 4 DECEMBER 2018 at 10.15am

P R E S E N T :

Councillor Alfonso (Chair)

Councillor Khote  
Councillor Dr Moore

\* \* \* \* \*

**35. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**36. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**37. 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

**38. APPEAL AGAINST DISMISSAL**

The Committee considered an appeal against dismissal from employment with the City Council under the Council's disciplinary policy.

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

The management representative was Martin Clewlow (Head of Service, Housing). Laura Smith (Human Resources Advisor) was present as HR advisor to management.

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

The appellant did not call any witnesses. Management called Neil Staddon as a witness.

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

**RESOLVED:**

That the appeal be upheld and the appellant be reinstated.

Reasons:

The Committee felt that the appellant's behaviour had not met expectations, but was concerned by a procedural error that was discovered during the appeal hearing. For this reason alone, the Committee determined that this error deemed the dismissal to be unsafe and that the appeal should be upheld.

### **39. CLOSE OF MEETING**

The meeting closed at 4.30 pm