



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: THURSDAY, 11 APRIL 2019 at 10.15am

P R E S E N T :

Councillor Cutkelvin (Chair)

Councillor Khote  
Councillor Shelton

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**60. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**61. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**62. 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

**63. APPEAL AGAINST DISMISSAL**

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

Nicola Graham (Human Resources Team Manager) and Tracie Rees (Director of Social Care and Commissioning) were present as advisors to the Committee.

The management representative was Andrew Beddow (Head of Sports). Hina Patel-Dhanji (Human Resources Advisor) was present as HR advisor to management.

The appellant was present and accompanied by Steve Bentley (Trade Union Officer).

The appellant did not call any witnesses. Management called one witness.

The Committee carefully considered all of the representations made and formed a unanimous view.

**RESOLVED:**

that the appeal be rejected and the management decision to dismiss the appellant upheld.

**Reasons:**

1. The Committee were minded to consider the risks posed by working with gas and the wealth of documentation, procedures, legislation, support and training that was evidenced by management at the appeal.
2. It was the unanimous view of the panel that the gas safety checks that were required of the appellant are of paramount importance and the only way to be completely assured that a property is safe after any gas work has been undertaken is to complete them each and every time. By his own admission, the appellant did not undertake these checks in full at the property and this left the property unsafe. This is unacceptable and for this reason it was the unanimous decision of the Committee to uphold management's decision to dismiss.

**64. CLOSE OF MEETING**

The meeting closed at 3.00pm.