



Leicester
City Council

Minutes of the Meeting of the
EMPLOYEES COMMITTEE (APPEALS)

Held: FRIDAY, 27 SEPTEMBER 2019 at 10.15am

P R E S E N T:

Councillor Cank (Chair)
Councillor Gee 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.

Nicola Graham (Human Resources Team Manager) and Ivan Browne (Director of Public Health) were present as advisors to the Committee.

The Management representative was Martin Clewlow Head of Service, Housing. Wendy Webster (Human Resources Advisor) was present as HR

advisor to management.

The appellant was present and accompanied by Steve Barney (Trade Union representative).

The Appellant called three witnesses and management called two witnesses.

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

RESOLVED:

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

Reasons:

1. The Committee were concerned by the behaviour of the appellant on the date in question and agreed with management's view that his actions constituted physical assault which placed himself and others at risk.
2. The Committee felt that, despite the appellants reflection, apology and previous good service, they could not be confident that the appellant may not behave this way again in the future. For this reason, it was the unanimous decision of the committee to uphold management's decision to dismiss.

5. CLOSE OF MEETING

The meeting closed at 2.30pm