



Leicester  
City Council

Minutes of the Meeting of the  
EMPLOYEES COMMITTEE (APPEALS)

Held: WEDNESDAY, 27 NOVEMBER 2019 at 10.15am

P R E S E N T:

Councillor Cank (Chair)  
Councillor Dr Moore                  Councillor Shelton

\* \* \* \* \*

**12. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**13. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**14. ANY OTHER URGENT BUSINESS**

**15. 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

**16. APPEAL AGAINST DISMISSAL**

The Committee considered an appeal against dismissal from post of Neighbourhood Housing Officer on the grounds of gross misconduct.

Nicola Graham (Human Resources Team Manager) and Chris Burgin (Director, Housing) were present as advisors to the Committee.

The Management representative was Ian Craig, Head of Service, Housing, Marie Murray was present as a witness to management and Marta Momot was present as HR advisor to management.

The appellant was present along with a family member as the appellants representative.

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

RESOLVED:

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

Reasons:

1. The Committee carefully considered all the representations made to them both written and verbal. They were satisfied that management had conducted a fair investigation and hearing, and that any concerns the appellant had raised previously about not having his side of events considered have been addressed by the appeal hearing.
2. The Committee were mindful that the appellant indicated his behaviour was largely influenced by the stress he was under at the time. Elected Members felt that the Authority could not guarantee that these circumstances would not present themselves again in the future.

## **17. CLOSE OF MEETING**

The meeting closed at 3.30pm