

APPEALS AGAINST DISMISSAL COMMITTEE

Minutes of a meeting held at the Council Offices, Narborough

TUESDAY, 23 APRIL 2013

Present:-

Cllr. L. M. Breckon (Chairman)

Cllr. I. M. Hewson

Cllr. P. L. Moitt

Cllr. B. J. Welsh

Substitutes:-

Cllr. A. V. Greenwood (Planning, Economic Development & Housing Strategy Portfolio Holder and Deputy Leader) (In place of Cllr. J. A. Dickinson)

Officers present:-

Mrs D. Johnson	- Democratic Services Officer
Ms E. Page	- Democratic Services and Governance Manager
Mrs. H. Seed	- HR Advisor

The Council's Representatives

Mr S Beard – Director
Mr R Back – Planning & Economic Development Group Manager

The Council's Witnesses

Ms N Curzon – Human Resources Advisor
Mrs A Newman – Chief Executive PA
Mr A Senior – Development & Conservation Manager

Appellant and Appellant's Representative

The Appellant and Appellant's Representative in person

Apologies:-

Cllr. J. A. Dickinson

1. **DISCLOSURES OF INTERESTS FROM MEMBERS**

No disclosures were received.

2. **EXEMPT INFORMATION**

Considered – A proposed resolution to exclude members of the public from the meeting.

DECISION

“That under Section 100 (A) (4) of the Local Government Act, 1972, the public be excluded from the meeting for the following item on the grounds that the item involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the said Act.

Exemption Category: 1 & 2

Reason for Exemption: the report contains personal information about a member of staff.

3. DISMISSAL APPEAL HEARING

Considered – Report of the Human Resources Advisor.

Supplementary Information was circulated to members on 23 April 2013.

Emails dated 22 February 2013 and 23 April 2013 were circulated at the meeting.

The Committee also considered the Appellant's Statement of Case.

The Chairman welcomed everyone to the meeting to hear the Appeal against dismissal and asked elected members and officers to introduce themselves.

Management presented their case and called the Council's first two witnesses.

Management and the Appellant asked questions of the two witnesses.

Members of the Committee also asked questions of the Management, the Witnesses and the Appellant.

The meeting adjourned at 11.35am for a short comfort break, and reconvened at 11.45am.

Management called their third witness, and questions were asked of the witness by Management.

Members of the Committee asked questions of the Management and the Chair allowed questions of the Appellant at this stage.

Management then summarised their Statement of Case.

The Chair then allowed further questions of Management by the Appellant and Members of the Committee.

The meeting adjourned at 12.35pm for lunch.

The meeting reconvened at 13.05pm.

The Appellant presented their case on the grounds for appeal.

The Appellant answered questions from both Management and Members of the Committee during the course of the presentation.

During the Appellants presentation it was put to the Committee by Councillor T Greenwood that the scores and written notes that were taken at the interviews of all the candidates be circulated to all parties, in order to evidence the Managements Case.

After being put to the vote the majority of the Committee decided that it was not appropriate at this time to receive the evidence. Councillor Breckon stated that they could ask again if the information became necessary later.

Councillor T Greenwood requested that it be recorded that he voted against the decision.

The Management and Members continued to ask questions of the Appellant.

Management made a final closing speech.

The Appellant made a closing speech.

The meeting adjourned at 14.40pm to enable the Committee to consider its findings and both the Appellant, the Appellants Representative and Management withdrew from the meeting.

The meeting reconvened at 16.20pm.

Management, the Appellant and the Appellants Representative were invited back to the meeting.

During the discussion held in closed session by the Committee it had become clear that further evidence was required in respect of the scores and written notes that were taken at the interviews of all of the candidates.

The meeting was adjourned at 17.05pm to enable Officers to collate the evidence.

The meeting reconvened at 17.15pm.

Due to the time that it would take to collate and print the evidence it was put to all parties present that the meeting be adjourned and reconvened on 7 May 2013.

All parties agreed to the adjournment and the reconvened meeting on 7 May 2013.

The meeting adjourned at 17.20pm.

DECISION

That the meeting of the Appeals Against Dismissal Committee be adjourned to 7 May 2013 to enable further information to be circulated to Members of the Committee, the Appellant and the Appellant's Representative.

THE MEETING CONCLUDED AT 5.20 P.M.