

APPEALS AND COMPLAINTS COMMITTEE

17 December 2015

Present: Councillor C Davis (Chair)
Councillors J Allan, P Earley and J O'Shea

AQ17/12/15 Apologies

There were no apologies reported.

AQ18/12/15 Declarations of Interest

There were no declarations of interest reported.

AQ19/12/15 Exclusion Resolution

RESOLVED that under Section 100A(4) of the Local Government Act 1972 (as amended) and having applied a public interest test as defined in Part Two of Schedule 12A of the Act the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 of Part One of Schedule 12A of the Act.

AQ20/12/15 Appeal against Dismissal – Ms R

The Committee met to consider an appeal lodged by Ms R against the decision of the Disciplinary Hearing that took place on Wednesday 18 November 2015.

Ms R was in attendance and accompanied by his Union representative at the appeal hearing to present her case.

A representative from the Council's Adult Social Care Service set out the background to the case and the reasons for the decision to terminate Ms R's contract of employment as a Support Officer with the Council.

Ms R, her union representative and Members of the Committee then were given an opportunity to ask questions of the Service's representative.

At this point in the proceedings an adjournment was requested by Ms R and her union representative to allow them to formulate questions.

The Committee at this point also requested further background information to be provided.

The Committee then heard representations from Ms R.

The representative of the Adult Social Care, the Human Resources Advisor and Members of the Committee then were given an opportunity to ask questions of Ms R.

At this point in the proceeding there was a request for a short adjournment.

Appeals and Complaints

Both parties were given the opportunity to sum up their cases and then withdrew from the meeting to allow the Committee to consider and make a decision.

RESOLVED that the appeal against the decision of the Disciplinary Hearing to terminate Ms R's contract as a Support Officer – Adult Social Care be upheld.