

APPEALS AND COMPLAINTS COMMITTEE

15 February 2016

Present: Councillor Cath Davis (Chair)
Councillors John Hunter, D Lilly,
W Lott and J O'Shea

AQ21/02/16 Apologies

There were no apologies

AQ22/02/16 Declarations of Interest

There were no declarations of interest reported.

AQ23/02/16 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.

AQ24/02/16 Appeal against Dismissal – Mr H

The Committee met to consider an appeal lodged by Mr H against the decision of the Disciplinary Hearing that took place on 15 December 2015.

Mr H was in attendance and accompanied by his Union representative at the appeal hearing to present his case.

A representative from the Council's Local Environment Services set out the background to the case and the reasons for the decision to terminate Mr H's contract of employment as a Neighbourhood Delivery Team Member with the Council.

Mr H, his union representative and Members of the Committee then were given an opportunity to ask questions of the Service's representative.

The Committee then heard representations from Mr H's representative.

The representative of the Local Environment Services, the Human Resources Advisor and Members of the Committee then were given an opportunity to ask questions of Mr H.

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 (a) the appeal against the decision of the Disciplinary Hearing to terminate Mr H's contract as Neighbourhood Delivery Team Member be rejected; (b) Nav Man tracker information be checked on a more regular basis; (c) Job sheets be

Appeals and Complaints

utilised more consistently with greater scrutiny applied to what work each team undertakes; (d) Greater use of informal warnings should be utilised across the service so employees know what is expected of them; and (e) the workforce be reminded of the action that can be taken if the misusing Council time is proven.