

APPEALS AND COMPLAINTS COMMITTEE

11 APRIL 2016

Present: Councillors C Davis, P Earley, John Hunter and J O'Shea

AQ33/04/16 APOLOGIES FOR ABSENCE

There were no apologies for absence reported.

AQ34/04/16 DECLARATIONS OF INTEREST

There were no declarations of interest reported.

AQ35/04/16 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.

AQ36/04/16 APPEAL AGAINST DISMISSAL – MR B

The Committee met to consider an appeal lodged by Mr B against the decision of the Formal Improvement Meeting that took place on Friday 26 February 2016.

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

A representative from the Council's Health, Education, Care and Safeguarding Service set out the background to the case and the reasons for the decision to terminate Mr B's contract of employment as a Residential Support Worker with the Council.

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

Mr B had no questions.

Members asked for information that had not been supplied in the agenda papers.

At this point in the proceedings an adjournment was requested to allow officers time to produce information requested by the Committee.

The Committee then heard representations from Mr B and his statement was circulated to the Committee.

The representative of the Health, Education, Care and Safeguarding Service, the Human Resources Advisor and Members of the Committee then were given an opportunity to ask questions of Mr B.

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 Formal Improvement Meeting held on the 26 February 2016 to terminate Mr B's contract as a Residential Support Worker – Health, Education, Care and Safeguarding Service be upheld.