

EMPLOYMENT APPEALS COMMITTEE

Meeting: 23 January 2020
At: 9.30 am

PRESENT

Councillor Roy Driver (Chair) in the chair; Councillor ; Councillors Malcolm Allan and Linda Holt.

1. MINUTES

The minutes (copies of which had been circulated) of the meeting held on 24 July 2019 were approved as a correct record and signed by the Chair.

2. DECLARATIONS OF INTEREST

Councillors and Officers were asked to declare if they had any interest in any of the items on the agenda for the meeting.

No declarations of interest were made.

3. PUBLIC QUESTION TIME

No public questions were submitted.

4. EXCLUSION OF THE PUBLIC AND THE PUBLIC INTEREST TEST

RESOLVED – That the public be excluded from the meeting during consideration of Agenda Item 4 ‘Appeal A644’, to prevent the disclosure of information relating to an individual. It would not, on balance, be in the public interest to disclose this information to the public because disclosure of the personal information would not be fair to the appellant and therefore in breach of Data Protection regulations.

5. APPEAL A646

The Committee considered an appeal against dismissal from an employee of the Corporate Director for People.

The Appellant attended the meeting and presented their case. The Committee received documentation, heard presentations and questioning from the Appellant and Management.

The Committee considered the appeal against dismissal, presentations and the written documents that were submitted. Having listened to all that was said and having read the documentation, the Committee decided that the appeal against dismissal be upheld but that the penalty should be substituted with a final warning and that this warning should remain live for 12 months.

RESOLVED – That the appeal be upheld but that the penalty should be substituted with a final warning and that this warning should remain live for 12 months.

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The meeting closed at 2.50 pm