

## **EMPLOYMENT APPEALS COMMITTEE**

Meeting: 7/8 November 2002

At: 9.30am

PRESENT

Councillors Chris Elwood, Jenny Humphreys and June Somekh.

### **1. ELECTION OF CHAIR**

RESOLVED – That Councillor Jenny Humphreys be elected Chair for this meeting.

### **2. ELECTION OF VICE-CHAIR**

RESOLVED – That Councillor Chris Elwood be elected Vice-Chair for this meeting.

### **3. MINUTES**

The minutes (copies of which had been circulated) of the meeting held on 29 August 2002 were approved as a correct record and signed by the Chair.

### **4. DECLARATIONS OF INTEREST**

No declarations of interest were made.

### **5. EXCLUSION OF THE PUBLIC**

RESOLVED – That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee of, or a particular office holder, former office holder or an applicant to become an office holder under the Council, the public be excluded from the meeting during consideration of Item 6.

### **6. APPEAL A196**

The Committee considered an appeal against dismissal from an employee of Environment and Economic Development Services. The employee and his representative attended the meeting and presented their case.

RESOLVED – (1) That this committee finds that the appellant had legitimate concerns and grievances that had not been adequately addressed by management.

(2) That this committee did not consider that the original investigation was robust.

(3) That this committee is extremely concerned as to the correctness of some of the documentary evidence provided by management and because of the above, is prepared to allow this appeal.

(4) That this committee request that management consider offering the currently available post of Environmental Protection Officer to the applicant with a phased return to work, and suitable induction, training and ongoing support.

The meeting closed at 3.00pm on 8 November 2002.

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