

## EMPLOYMENT APPEALS COMMITTEE

Meeting: 14 January 2003  
At: 9.30 am

PRESENT

Councillor Paul Carter (Chair) in the chair; Councillors Sue Derbyshire and Chris Murphy.

### 1. MINUTES

The minutes (copies of which had been circulated) of the meeting held on 13 December 2002 were approved as a correct record and signed by the Chair.

### 2. DECLARATIONS OF INTEREST

No declarations were made.

### 3. 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RESOLVED - That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee of, or a particular office holder, former office holder or an applicant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 the consideration of item 4.

Item not for publication

### 4. APPEAL A200

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

RESOLVED - (1) That the decision of management to dismiss this employee be upheld on the following grounds:-

- (i) that the allegations of the falsifying of work records and unreasonably leaving the place of work without permission on 9 March 2002 are accepted and constitute Gross Misconduct;
- (ii) that the allegations of failure to provide an appropriate service to traders and Council staff, to provide access to the market office, and to support market staff, were proven but these matters do not constitute gross misconduct as they are matters of conduct and capability, however these matters supported the decision to dismiss this employee;
- (2) That the allegation of the misuse of Council property be dismissed as there are no Council guidelines on the uses of mobile phones.
- (3) That the Committee were satisfied that the case had not been prejudiced by any flaws in the procedure.
- (4) That the Council's internal audit service be requested to issue guidelines on the security arrangements for the handling and storage of cash at Council offices.
- (5) That the Chief Executive be requested to draw up the guidelines for the proper use of Council issued mobile phones.

The meeting closed at 3.45 p.m.