

EMPLOYMENT APPEALS COMMITTEE

Meeting: 1 December 2004

At: 1.00 pm

PRESENT

Councillors Paul Carter (Chair) in the chair; Councillors Stella Humphries and Peter Scott.

1. MINUTES

The minutes (copies of which had been circulated) of the meeting held on 13 October 2004 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RESOLVED – That in order to prevent the disclosure of information not for publication relating to a particular employee, former employee or applicant to become an employee, or a particular office holder, former office holder or an applicant to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 4.

Item not for publication

4. APPEAL A205

The Committee considered an appeal against dismissal from an employee of e-Services. The employee, his representative and a witness attended the meeting and presented their case.

RESOLVED – (1) That management acted properly on the information before them at the time to reach the conclusion that they did.

(2) That although the Committee felt management were justified in reaching their decision having considered all the evidence, which included further detailed information that had not been made available to management, submitted in mitigation, the Committee resolved the following:-

- (i) to substitute for dismissal a final written warning;
- (ii) to apply the following penalties:-
 - Suspension without pay for two weeks.
 - Salary reduction of 1 increment for 12 months

The Committee recommended that the employee should not carry out work for the Education Service but determined this recommendation should be applied entirely at management's discretion and subject to operational requirements.

The meeting ended at 2.05 pm.