

## **AGENDA FOR**

### **HUMAN RESOURCES AND APPEALS PANEL**

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**To: All Members of Human Resources and Appeals Panel**

**Councillors:** J Black, G McGill and I Schofield

Dear Member/Colleague

#### **Human Resources and Appeals Panel**

You are invited to attend a meeting of the Human Resources and Appeals Panel which will be held as follows:-

<b>Date:</b>	Wednesday, 30 October 2019
<b>Place:</b>	Room 0:1 , 3 Knowsley Place, Duke Street, Bury
<b>Time:</b>	2.00 pm
<b>Briefing Facilities:</b>	If Opposition Members and Co-opted Members require briefing on any particular item on the Agenda, the appropriate Director/Senior Officer originating the related report should be contacted.
<b>Notes:</b>	

## **AGENDA**

### **1 APOLOGIES FOR ABSENCE**

### **2 DECLARATIONS OF INTEREST**

Members of Human Resources Committee are asked to consider whether they have an interest in any of the matters on the Agenda, and, if so, to formally declare that interest.

### **3 EXCLUSION OF THE PRESS AND PUBLIC**

To consider passing the appropriate resolution under Section 100(A)(4) of the Local Government Act 1972 that the press and public be excluded from the meeting during consideration of the following items of business since they involve the likely disclosure of the exempt information stated.

### **4 APPEAL AGAINST DISMISSAL** *(Pages 1 - 216)*

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Document Pack Page Number	
<b>A</b> 1 - 4	Appeal Form – Received 25 September 2019
5 - 6	Letter of Disciplinary Hearing – 16 September 2019
9	Page 4 from the Councils disciplinary procedure
11 - 16	Appellants medical chronology
<b>B</b>	<b>Management Papers</b>
17 - 22	Notes of the disciplinary hearing 11 Sept 2019
23 - 30	Investigation report
Appendix 1 (pg 31)	Letter of suspension dated 28 February 2018
Appendix 2 (pg 33)	Service User Accident & Incident Report 23 February 2018
Appendix 3 (pg 37)	Photographs of the family changing room, Castle Leisure Centre
Appendix 4 (pg 43)	Copy still photographs of CCTV footage
Appendix 5 (pg 73)	Copy report showing footfall in Castle Leisure Centre
Appendix 6 (pg 79)	E-mail from Neil Long dated 20 February 2019
Appendix 6A1 (pg 81)	Police Statement – Customer A dated 23 February 2018
Appendix 6A2 (pg 85)	Police Statement – Customer B dated 23 March 2018
Appendix 6B1 (pg 91)	Statement of JM dated 25 February 2018
Appendix 6B2 (pg 93)	Statement of SY dated 8 September 2018
Appendix 6C (pg 95)	Emails between duty officer and Community Safety re: timings on CCTV - Various dates
Appendix 7 (pg 97)	Interview with ZL dated 09.11.2018
Appendix 8 (pg 109)	Interview with KJ dated 09.11.2018
Appendix 9 (pg 173)	Interview with LC dated 28.11.2018
Appendix 10 (pg 185)	Interview with JM dated 28.11.2018
Appendix 11 (Pg 193)	Interview with MT dated 06.12.2018
Appendix 12 (pg 201)	Interview with SY dated 06.12.2018
Appendix 13 (pg 209)	Interview with NP dated 06.12.2018

Please note that some of the statements are included more than once due to certain paragraphs being highlighted by the appellant's representative and submitted for inclusion.

