

Minutes of: **EMPLOYMENT PANEL**

Date of Meeting: 16 September 2022

Present: Councillor T Rafiq (in the Chair)
 Councillors R Bernstein and E Moss

Also in attendance: Caroline Schofield – Strategic Lead HR
 Appellant
 Appellant's Carer
 Carl Jakeway – Unison
 Tony Beesley – Unison
 Peter Stokes – Head of Street scene
 Adam Peluch - HR

Public Attendance: No members of the public were present at the meeting.

Apologies for Absence: Councillor J Grimshaw

17 DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

18 EXCLUSION OF PRESS AND PUBLIC

It was agreed:

That the Press and public be excluded from the meeting

19 ONE MINUTE SILENCE

All of those present stood in respectful silence for one minute to mark the passing of Queen Elizabeth II.

20 CONTENTS

21 APPEAL AGAINST DISMISSAL

Consideration was given to an appeal against dismissal by an employee (CS).

The appellant attended the and was accompanied by his carer and union representative Carl Jakeway (UNISON).

Caroline Schofield, Strategic Lead - HR was in attendance to advise the Panel.

Andrea Tomlinson from Democratic Services attended as Clerk.

The Chair introduced those present and explained the hearing procedure, which was followed during the hearing.

The Appellants Carer presented the appeal. It was stated by the Chair to the Panel that the decision to allow this had been approved by the Panel as it was consistent

with what had happened at the initial hearing. This was not in line with Council Policy.

Peter Stokes, Head of Street Scene presented the management case assisted by Adam Peluch HR Advisor.

The Chair thanked the members of the Panel and all officers for their attendance.

Delegated decision:

1. That the appeal against dismissal by CS be refused.
2. The decision to terminate CS on the 29 March 2022 as per the letter dated 30 March 2022 be upheld.

22 EMPLOYMENT APPEAL PROCEDURE

COUNCILLOR T RAFIQ
Chair

(Note: The meeting started at 1.30 pm and ended at 3.00 pm)