

# Minutes

of the Meeting of

## The Employment sub-committee

Tuesday, 22 August 2023

Town Hall

Meeting Commenced: 10.02 am

Meeting Concluded: 1.52 pm

### Councillors:

Wendy Griggs (Chairperson)

Catherine Gibbons (substitute for Helen Thornton)

Michael Pryke

**Officers in attendance:** Nicholas Brain (Assistant Director Legal & Governance and Monitoring Officer) and Hazel Brinton (Committee Services Manager).

### EMP Election of Chairperson for the meeting SC5

**Resolved:** that Councillor Griggs be elected Chairperson for the meeting.

**(Councillor Griggs in the Chair)**

### EMP Declaration of Disclosable Pecuniary Interest (Standing Order 37) SC6

None declared.

### EMP Exclusion of the press and public SC7

**Resolved:** that the press, public and officers not required by the members or officers advising to remain during the exempt session be excluded from the meeting during consideration of the following item of business on the grounds that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.

Item	Reason for Exemption
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Minute no. EMPSC 8	Paragraphs 1,3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972
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### EMP Appeal against dismissal (Exempt Item) SC8

In attendance for consideration of this matter were the management representative, the appellant, the appellant's trade union representative and a witness on behalf of the appellant. Welcoming those present the Chairperson

invited the parties to introduce themselves following which she outlined the procedure which would be followed during the hearing.

The appellant's presented their case. The witness for the appellant spoke on their behalf. The witness left the meeting before the appellant responded to questions from the management representative and members of the sub-Committee.

#### **The sub-Committee adjourned at 11.34am**

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#### **The sub-Committee reconvened at 11.51am**

With the agreement of the appellant and the appellant's trade union representative, the management representative's witness joined the meeting at this stage.

The management representative presented the management case and then called their witness who responded to questioning from the management's representative. The witness then responded to questions members of the sub-Committee. The witness left the meeting.

The Chairperson then invited both the appellant and the management representative to sum up their respective cases following which all parties withdrew.

#### **The sub-Committee adjourned at 12.37pm**

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#### **The sub-Committee reconvened at 1.15pm**

The sub-Committee deliberated and reached a decision in consultation with the Assistant Director, Legal and Governance.

**Resolved:** that the panel finds that the allegations were upheld and that they did constitute gross misconduct and that the dismissal was a reasonable and proportionate action.

In coming to this conclusion, the Panel acknowledged the extent of mitigating circumstances and accordingly would ask management to consider sensitively the wording of any reference responses and any future applications for appropriate level posts with the authority.

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Chairperson

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