

## **Regulation and Review Committee Panel**

**4 April 2019**

Present: Councillor J Stirling (Chair)  
Councillors J Mole, T Mulvenna and J O'Shea

### **RQ74/4/19 Apologies for Absence**

There were no apologies recorded.

### **RQ75/4/19 Declarations of Interest and Dispensations**

There were no declarations of interest or dispensations reported.

### **RQ76/4/19 Exclusion Resolution**

**Resolved** that under Section 100A(4) of the Local Government Act 1972 (as amended) and having applied a public interest test in accordance with Part 2 of Schedule 12A the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Act.

### **RQ77/4/19 Appeal Against Dismissal**

The Committee considered an appeal lodged by Mr M against the decision of the Disciplinary meeting that took place on 26 February 2019.

Mr M was in attendance at the meeting, along with his Union representative.

The Chair of the Disciplinary meeting set out the background to the case and the reasons for the decision to terminate Mr M's contract of employment with the Council. The Officer was accompanied by the HR Business Partner that had been in attendance at the Disciplinary meeting.

Members of the Committee and Mr M and his representative were then given an opportunity to ask questions of the Chair of the Disciplinary meeting and the HR Business Partner.

A short adjournment was called to allow Mr M to reflect on the statement made by the Chair of the Disciplinary meeting and prepare any questions.

The Committee then heard the case from Mr M and his Union representative. Members of the Committee and the officers representing the Council were given the opportunity to ask questions.

Both parties were given the opportunity to sum up their case and then withdrew from the meeting to allow the Committee to make a decision.

The Democratic Services Officer, Legal Advisor and Human Resources Advisor (to the Panel) stayed to provide guidance and advice.

**RESOLVED:** that the appeal against the decision of the Disciplinary meeting on the 26 February 2019 to terminate Mr M's employment with the Council be dismissed.