

Regulation and Review Committee Panel

19 September 2019

Present: Councillor John Stirling (Chair)
Councillors L Bartoli, J Mole and J O'Shea

RQ21/09/19 Apologies for Absence

There were no apologies recorded.

RQ22/09/19 Declarations of Interest and Dispensations

There were no declarations of interest or dispensations reported.

RQ23/09/19 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.

RQ24/09/19 Appeal Against Dismissal

The Committee considered an appeal lodged by Mrs A against the decision of the Disciplinary meeting that took place on 24 June adjourned and reconvened on the 3 July 2019.

Mrs A was in attendance at the meeting, along with her union representative.

The Chair of the Disciplinary meeting set out the background to the case and the reasons for the decision to terminate Mrs A's contract of employment with the Council. The Disciplinary Chair was accompanied and supported by an HR Business Partner.

Members of the Committee and Mrs A and her representative were then given an opportunity to ask questions of the Chair of the Disciplinary meeting and the HR Business Partner.

The Committee then heard the case from Mrs A. 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 Chair of the Disciplinary Meeting held on the 24 June & 3 July 2019 to terminate Mrs A's employment with the Council be upheld and Mrs A's employment to be reinstated with a Final Written Warning in place.