

REGULATORY & APPEALS COMMITTEE

WEDNESDAY, 14 FEBRUARY 2018

Present:

Councillors Dennis (Chairman), Hockin (Vice-Chairman), Austen, Prowse and Haines (Reserve for Cook)

Officers in Attendance:

Chris Braines, Waste & Cleansing Manager
Kathryn Chidzey-Jones, HR & OD Business Partner
Kate Davies, Solicitor to the Council
Trish Corns , Democratic Services Officer

318. MINUTES

The Minutes of the meeting held on 27 November 2017 were confirmed as a correct record and signed by the Chairman.

320. DECLARATIONS OF INTEREST.

There were no declarations of interest.

321. EXCLUSION OF THE PRESS AND PUBLIC

That under Section 100(A)(4) of the Local Government Act 1972, the Press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act.

322. APPEAL AGAINST A DISMISSAL

The Committee gave consideration to a report on an appeal against dismissal.

The officer decision to dismiss the Appellant was made in accordance with the Council's Induction and Probationary Procedure. The decision to terminate the appointment was made because there were serious concerns about the suitability of the Appellant for the role and there was little prospect of the employee achieving satisfactory standards within the probationary period.

At the meeting, the Council's case was presented. The meeting also heard from a witness.

The Applicant represented himself at the Hearing and attended unaccompanied. The Applicant presented his case.

The Committee carefully considered the agenda report and the associated appendices together with the oral evidence provided at the hearing. The Chairman thanked all involved for their assistance. The Committee considered this case in line with the Induction and Probationary Procedure, acknowledging the impact of this level of absence on the service.

Resolved

That the appeal be dismissed.

Reason for the Decision.

The Committee considered there were no grounds to uphold the appeal. The original decision to dismiss the Appellant and terminate employment was confirmed and upheld, and the appeal dismissed. The Appellant was unable to reach the satisfactory level of attendance and performance to complete his probationary period. The Appellant's absence had a serious effect on the service, in which special arrangements had to repeatedly be made at considerable cost to the Council.

CHARLIE DENNIS
Chairman

