

**SOUTH RIBBLE BOROUGH COUNCIL**

**Appeals Committee**

**Meeting held at 10.00am on Wednesday 2 May 2012 at Cross Room, Civic Centre, West Paddock, Leyland PR25 1DH**

**Present:**

Mr C J Clark, Mr F Heyworth, Mrs R J Noblet, Mr P G R Stettner, Mr M J Titherington, Mr J G Walton

**In Attendance:**

Mark Gaffney (Director of Neighbourhoods), David Whelan (Legal Services Manager), Gail Collins (Human Resources Advisor) for the appeal against grievance decision

Ian Parker (Director of Business Transformation), Steve Nugent (Head of Human Resources), Bernie Markham (Human Resources Advisor) for the appeal against dismissal

and Dave Lee (Democratic Services Officer)

**Public Attendance:** None

**Other Officers:** None

**Other Members:** None

<b>Minute No.</b>	<b>Description/Resolution</b>
1	<p><b>Election of Chairman</b></p> <p>RESOLVED (UNANIMOUS): that Councillor Clark be appointed chairman for the meeting.</p>
2	<p><b>Apologies for Absence</b></p> <p>There were no apologies reported.</p>
3	<p><b>Declarations of Interest</b></p> <p>There were no declarations of interest declared.</p>
4	<p><b>Minutes of the Last Meeting</b></p> <p>RESOLVED (UNANIMOUS): that the minutes of the meeting held on 29 September 2010 be approved as a correct record and signed by the chairman.</p>
5	<p><b>Exempt Items</b></p> <p>RESOLVED (UNANIMOUS): that the press and public be excluded from the meeting during the consideration of the following item of business as it involved the discussion of information which was defined as exempt from publication under paragraphs 1 and 2 (information relating to an individual and information which was likely to reveal the identity of an individual) of Part I of Schedule 12A of the Local Government Act 1972 and in which the public interest in maintaining the exemption outweighed the public interest in disclosing it.</p>

6	<p><b>Grievance Appeal</b></p> <p>The committee considered the appeal against the grievance decision brought by a former employee from Housing Benefit Service.</p> <p>With the permission of the committee and in accordance with the council's hearing procedure, the appellant (accompanied by her sister) addressed the meeting and questions were asked. During the course of the meeting, the appellant circulated a bundle of documents taken from some of the papers attached to the agenda as she felt that it would assist the committee and officers to follow her representation.</p> <p>The Director of Neighbourhoods then presented the management's case and questions were asked.</p> <p>The meeting was adjourned at 12.25pm for a lunch break.</p> <p>The meeting resumed at 1.30pm.</p> <p>Having fully considered the representations (written and oral), the committee adjourned to reach its decision.</p> <p>RESOLVED (UNANIMOUS): that –</p> <p>(i) the complaint against the time delay be upheld; and</p> <p>(ii) the remaining aspects of the appeal against the grievance decision be dismissed.</p>
7	<p><b>Appeal Against Dismissal</b></p> <p>The committee considered the appeal against the dismissal decision brought by a former employee from Housing Benefit Service.</p> <p>With the permission of the committee and in accordance with the council's hearing procedure, the appellant (accompanied by her sister) addressed the meeting and questions were asked. A bundle of documents were circulated by the appellant earlier in the meeting which had been taken from some of the papers attached to the agenda as she felt that it would assist the committee and officers to follow her representation.</p> <p>The Director of Business Transformation then presented the management's case and questions were asked.</p> <p>Having fully considered the representations (written and oral), the committee adjourned to reach its decision.</p> <p>RESOLVED (UNANIMOUS): that the appeal against the dismissal decision be dismissed.</p>

.....Chairman

The meeting finished at 4.40pm