

**Minutes of Appeals Committee**

**Meeting date Monday, 3 October 2022**

**Members present:** Councillors Clare Hunter, Angela Turner and Colin Coulton

**Officers:** Chris Sinnott (Deputy Chief Executive), Chris Moister (Director of Governance), Hollie Walmsley (Interim Service Lead – HR), and Matthew Pawlyszyn (Democratic and Member Services Officer)

**1 Appointment of Chair**

**Resolved (Unanimously) that Councillor Clare Hunter be appointed the Chair.**

**2 Apologies for Absence**

Apologies received from Councillor Carol Chrisholm, and substituted by Councillor Colin Coulton.

**3 Declarations of Interest**

There were no declarations of interest.

**4 Exemption of Public and Press**

**Resolved: Unanimously that the press and public be excluded from the meeting.**

**5 Procedure for Hearing**

The procedure for the hearing was outlined.

**6 Appeal Against Dismissal During Probation Management Case**

Chris Moister, Director of Governance presented the Dismissal During Probation Management Case and questions were asked.

The grounds of the appellant's probation was highlighted, with the objectives the role was expected to achieve. At the six month probation review, there was insufficient evidence of the delivery of the priorities and objectives and the probation period was extended, with narrowed priorities and increased frequency of probationary meetings.

The decision to dismiss the appellant was made, and delivered 7 September outlining the reason for dismissal and the right to appeal.

**7 Appeal Against Dismissal During Probation Statement Case for the Appellant**

The appellant (and their Unison Representative) made their statement case and asked questions based on the view that:

- the outcome was too severe,
- the decision – in that the evidence presented did not support the conclusion reached.

Having fully considered the representations (written and oral), the Committee adjourned at 16:06 and resumed at 16:30.

**Resolved: (Unanimously) that the decision for dismissal was upheld and found to be reasonable.**

Chair

Date