

Personnel Appeals Panel

Minutes

18 January 2022

Present:

Chair: Councillor Kiran Ramchandani

Councillors: Richard Almond Jerry Miles

21. Appointment of Chair

RESOLVED: That Councillor Kiran Ramchandani be appointed Chair of the Personnel Appeals Panel.

22. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

Resolved Items

23. Minutes

(See Note at conclusion of these minutes).

24. Exclusion of the Press and Public

RESOLVED: That in accordance with Part I of Schedule 12A to the Local Government Act 1972, the press and public be excluded from the meeting for the following item for the reason set out below:

<u>Item</u>	<u>Title</u>	<u>Reason</u>
5.	Disciplinary Appeal	Information under paragraph 1 (contains information relating to any individual).

25. Disciplinary Appeal

The Panel carefully considered the verbal and written evidence provided by both the appellant and management.

Following the introduction of new information by the appellant it was

RESOLVED: That the meeting be adjourned until Tuesday 25 January 2022 to enable legal advice to be sought.

Having reconvened and received information and clarification from a witness, it was

RESOLVED (unanimously): That the appeal be upheld and the sanction imposed be reduced from dismissal to final written warning for 12 months and a reasonable demotion, if available.

(Note: The meeting, having commenced at 10.10 am, adjourned at 11.00 am and reconvened at 10.00 am on Tuesday 25 January 2022, closed at 12.43 pm).

(Signed) Councillor Kiran Ramchandani
Chair

[Note: Personnel Appeals Panel minutes are:-

- (1) approved following each meeting by the Members serving on that particular occasion and signed as a correct record by the Chair for that meeting;
- (2) not submitted to the next panel meeting for approval.

Reasons: The Personnel Appeals Panel is constituted from a pooled membership. Consequently, a subsequent Panel meeting is likely to comprise a different Chair and Members who took no part in the previous meeting's proceedings. The process referred to at (1) above provides appropriate approval scrutiny].