

## PERSONNEL APPEALS PANEL

19 NOVEMBER 2007

Chairman: \* Councillor Mrs Camilla Bath

Councillors: \* Joyce Nickolay \* Raj Ray

\* Denotes Member present

[Note: The meetings programmed for 13 March and 30 April 2007 to hear this Appeal were postponed due to non-attendance by the appellant and the need for submission of further documentation respectively.]

**PART I - RECOMMENDATIONS - NIL****PART II - MINUTES**72. **Appointment of Chairman:**

**RESOLVED:** That Councillor Mrs Camilla Bath be appointed Chairman of the Panel for the purposes of the meeting.

73. **Declarations of Interest:**

**RESOLVED:** To note that there were no declarations of interests made by Members in relation to the business transacted at this meeting.

74. **Arrangement of Agenda:**

**RESOLVED:** That the appeal be considered with the press and public excluded on the grounds that it would involve the disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972, in that there would be disclosure of information relating to an individual.

75. **Minutes:**

(See Note at conclusion of these minutes).

76. **Disciplinary Appeal:**

Following careful consideration of the written evidence presented by the appellant and the written and verbal evidence presented by management, the Panel

**RESOLVED:** That (1) the appeal be upheld and the final written warning be changed to a first written warning;

(2) the relevant Corporate Director be made aware of a number of concerns expressed by the Panel in relation to the case.

(Note: The meeting having commenced at 9.30 am, closed at 2.40 pm)

(Signed) COUNCILLOR CAMILLA BATH  
Chairman

[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 Chairman for that meeting;
- (2) printed into the Council Minute Volume, published monthly;
- (3) 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 Chairman and Members who took no part in the previous meeting's proceedings. The process referred to at (1) above provides appropriate approval scrutiny].