

# PERSONNEL APPEALS PANEL

## MINUTES

### 22 MARCH 2011

**Chairman:** \* Councillor Joyce Nickolay

**Councillors:** \* Margaret Davine \* David Gawn

\* Denotes Member present

#### 16. Appointment of Chairman

**RESOLVED:** That Councillor Joyce Nickolay be appointed as Chairman of the Panel for the purposes of this meeting.

#### 17. Declarations of Interest

**RESOLVED:** To note that the following interest was declared:

Agenda Item 5 – Disciplinary Appeal

Councillor Margaret Davine declared a personal interest in that she was the Portfolio Holder for Adult Social Care, Health and Well-Being. She would remain in the room whilst the matter was considered and voted upon.

#### 18. Minutes

(See Note at conclusion of these minutes).

#### 19. Exclusion of the Press and Public

**RESOLVED:** That the press and public be excluded from the meeting for the following item for the reasons 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).

## **RESOLVED ITEMS**

### **20. Disciplinary Appeal**

The Panel carefully considered both the written and verbal evidence provided by the appellant, the appellant's representative and management.

#### **RESOLVED:** That

- (1) the department address the elements of evidence raised by the Panel and determine an appropriate way forward in the light of that evidence in accordance with the Council employment policies and procedures;
- (2) the appellant be reinstated but remain suspended whilst the serious allegations of gross misconduct are further investigated.

(Note: The meeting, having commenced at 9.30 am, closed at 5.20 pm).

(Signed) COUNCILLOR JOYCE NICKOLAY  
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) 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].