

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].