

Minutes of a Meeting of the Employment Committee held in Committee Room One, Tedder Hall, Manby Park, Louth on Monday, 29th June, 2015 at 11.00 am.

PRESENT

Councillors David Andrews, Tom Ashton, Wendy Bowkett, David Buckley, Dick Edginton, Terry Knowles, Stuart Watson, Rosalind Jackson, Carleen Dickinson and Rod Williams.

OFFICERS IN ATTENDANCE:

Wendy Cundy	- Head of Human Resources
Rachel Robinson	- Senior HR Business Partner, CPBS
Michael Gallagher	- Senior Health and Safety Officer
Ann Good	- Senior Democratic Services Officer
Victoria Burgess	- Strategic Development Manager

12. APOLOGIES FOR ABSENCE:

It was noted that, in accordance with Regulation 13 of the Local Government (Committees and Political Groups) Regulations 1990, notice had been given that Councillor Ashton had been appointed to the Committee in place of Councillor Bowkett, Councillor Jackson had been appointed in place of Councillor Howard and Councillor Dickinson in place of Councillor Byford.

13. ELECTION OF CHAIRMAN:

Councillor Edginton was duly nominated and it was

RESOLVED

That Councillor Edginton be elected as Chairman of the Employment Committee for this meeting only.

COUNCILLOR D.R. EDGINTON IN THE CHAIR

14. DISCLOSURES OF INTEREST:

At this point in the Meeting Members were invited to declare any relevant interests, no such interests were declared.

15. MINUTES:

The Open and Exempt Minutes of the Meetings held on Tuesday 3 & 16 September 2013 September were accepted and signed as a correct record.

16. EXCLUSION OF PUBLIC AND PRESS:

RESOLVED

That under Section 100(a)(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item on the grounds that, if they were present, there could be disclosed to them exempt information as defined in paragraphs 1 & 2 of Part 1 of Schedule 12A to the Act (as amended).

17. APPEAL AGAINST DISMISSAL:

Members were referred to the previously circulated Agenda, (5 June 2015). A supplementary report was presented that detailed additional information (photographs) received on 3rd June 2015, which the dismissed employee had asked to be considered by the Employment Committee.

In addition, Members attention was drawn to the Disciplinary Procedure which must be followed. The Head of Human Resources provided a reminder that questions should be addressed through the Chairman.

Following which, it was

RESOLVED

- 1) That the public and press be invited to rejoin the meeting;
- 2) That the Appeal against Dismissal be upheld on the balance of probability that the Council's case for dismissal was not proven;
- 3) That a sanction be applied in the form of a final written warning to the employee in view of the serious issues flagged up by this case;
- 4) That further training be provided to the employee.

The meeting closed at 2.17 pm.