
Meeting	Corporate Appeals Panel
Date	17 January 2020
Present	Councillors Galvin, Waller and Pavlovic

6. Election of Chair

Resolved: That Cllr Galvin be elected to act as Chair of the meeting.

7. Exclusion of Press and Public

Resolved: That the press and public be excluded from the meeting during consideration of Agenda Item 5 (Appeal Against Dismissal), on the grounds that it includes information relating to an individual and information which is likely to reveal the identity of an individual. This information is classed as exempt under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972, as revised by the Local Government (Access to Information) (Variation) Order 2006.

8. Declarations of Interest

Members were invited to declare at this point in the meeting any personal interests not included on the Register of Interests, or any prejudicial or disclosable pecuniary interests, which they might have in the business on the agenda.

Cllr Pavlovic declared a personal non prejudicial interest in Agenda Item 5, (Appeal Against Dismissal) in that he had worked in a similar profession.

9. Minutes

Resolved: That the minutes of the meeting held on 19 July 2019 be approved and then signed by the Chair as a correct record.

10. **Appeal Against Dismissal**

The Panel considered an appeal against dismissal under the City of York Council's Disciplinary Procedure.

The Hearing Manager attended the meeting to present the management case, together with an HR Adviser. The appellant attended the hearing, accompanied by a work colleague. A second HR Adviser was also in attendance to provide advice to the Panel.

The Panel considered all the evidence presented by both parties in the agenda papers and verbally at the meeting, including an additional letter submitted by the appellant and circulated to all parties and evidence given by a witness on behalf of management.

Resolved: That the appeal not be upheld.

Reason: The Panel agree that the decision taken by the Hearing Manager to dismiss the appellant was fair, reasonable and proportionate in all the circumstances of the case.

Cllr Galvin, Chair

[The meeting started at 10.00am and finished at 4.30pm.]