

Meeting	Corporate Appeals Panel
Date	18 April 2019
Present	Councillors Galvin, Looker and Reid

1. Election of Chair

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

2. 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.

3. 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. No interests were declared.

4. Minutes

Resolved: That the minutes of the meeting held on 20 April 2018 be approved, and then signed by the Chair as a correct record.

5. Appeal Against Dismissal

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

The Head of Operations, Economy and Place 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 at the meeting, including an additional letter submitted by the appellant and circulated to all parties, video footage shown as part of the appellant's case and evidence given by a witness on behalf of the appellant.

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 J Galvin, Chair

[The meeting started at 10.00 am and finished at 11.15 am].