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Meeting	Corporate Appeals Panel
Date	8 April 2016
Present	Councillors Galvin, Gunnell and Waller

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## **21. Election of Chair**

Resolved: That Councillor Waller be elected to chair the meeting.

## **22. Exclusion of Press and Public**

Resolved: That the press and public be excluded from the meeting during consideration of agenda item 4 (Appeal against Dismissal) on the grounds that it contains information relating to an individual and information which is likely to reveal the identity of an individual. This information is classified 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.

## **23. Declarations of Interest**

Members were invited to declare at this point in the meeting any personal interests not included on the Register of Interests, any prejudicial interests or disclosable pecuniary interests which they may have in respect of the business on the agenda. None were declared.

## **24. Appeal Against Dismissal**

The Panel considered an appeal against dismissal under the City of York Council Attendance Management Policy and Procedure.

The hearing was attended by the manager who chaired the Final Formal Review Hearing, who presented the management case and an Employee Relations Advisor advising management. The appellant was in attendance at the hearing and was accompanied by their union representative. An HR Business Partner was also in attendance to provide HR advice to the Panel.

The Panel considered all the evidence provided in the agenda papers and verbally at the hearing by both parties. They also considered some additional pieces of evidence which were presented at the hearing in support of the appellant's case which were accepted as additional evidence.

Having considered all the available information, the Panel concluded that the decision taken by management to terminate employment on the grounds of the employee's inability to attend work on a regular basis was reasonable in the circumstances of the case.

Resolved: That the appeal not be upheld.

Reason: The Panel felt that the decision taken by management to dismiss the appellant was fair and reasonable in all the circumstances of the case and in accordance with the Council's Attendance Management Policy and Procedure.

Councillor A Waller, Chair

[The meeting started at 10.00 am and finished at 12.00 pm].