

# Agenda

## Appeals and Retirements Committee

Date: **Friday 11 July 2025**

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Time: **10.00 am**

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Place: **Council Chamber**

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For any further information please contact:

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# Appeals and Retirements Committee

## Membership

<b>Chair</b>	Councillor Paul Wilkinson
<b>Vice-Chair</b>	Councillor Roxanne Ellis
	Councillor Michael Adams
	Councillor David Ellis
	Councillor Paul Feeney
	Councillor Grahame Pope
	Councillor Clive Towsey-Hinton

## **WEBCASTING NOTICE**

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## **Responsibility of Committee:**

- a) To determine appeals from Chief Officers (other than the Head of Paid Service, Monitoring Officer and Chief Financial Officer) against decisions taken under the Council's Disciplinary Procedures including all decisions up to and including decision to dismiss.
- b) To determine appeals from the Head of Paid Service, Monitoring Officer and Chief Financial Officer against decisions taken under the Council's Disciplinary Procedures short of dismissal.
- c) To determine appeals from employees employed under the NJC for Local Authority Services against any decision to dismiss.
- d) To determine appeals where approved employment policies and procedures provide for appeal to or consideration by a Committee.
- e) Consideration of issues arising from Pension Act reviews where these involve the exercise of discretion.
- f) To authorise release of pension in all cases of early retirement where the council is liable to meet a pension strain cost, other than ill health retirement, subject to the Council's policy on early retirement and to consideration of a fully costed report in each case.

- g) To determine and authorise release of any discretionary payments allowed by local policy in respect of dismissals due to reason of redundancy or efficiency of service, whether or not associated with early retirement, and subject to the Council's policy and to consideration of a fully costed report in each case.
- h) To consider all issues concerning the Local Government Pension Scheme and sick pay within the terms of the approved policy.
- i) To consider extensions to the Council's sick pay scheme in individual cases in accordance with the approved policy.

# AGENDA

Page

- 1     **Apologies for absence and substitutions**
- 2     **To approve, as a correct record, the minutes of the meeting held on 8 April 2025**     5 - 6
- 3     **Declaration of interests**
- 4     **Any other item which the Chair considers urgent**
- 5     **Exclusion of the press and public**  
To move that under Section 100(A)(4) of the Local Government Act 1972 the public and press be excluded from the meeting during consideration of the ensuing reports on the grounds that the reports involve the likely disclosure of exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A of the Local Government Act 1972
- 6     **Communications and Communities restructure**     7 - 12  
Report of the Director of Transformation
- 7     **Appeal against dismissal (1)**     13 - 134  
Report of the Assistant Director | Revenues & Welfare Services
- 8     **Appeal against dismissal (2)**     135 - 234  
Report of the Director of Operations

## **MINUTES APPEALS AND RETIREMENTS COMMITTEE**

**Tuesday 8 April 2025**

Councillor Paul Wilkinson (Chair)

Councillor Roxanne Ellis  
Councillor David Ellis  
Councillor Paul Feeney

Councillor Paul Hughes  
Councillor Grahame Pope

Apologies for absence: Cllr Towsey-Hinton

Officers in Attendance: M Avery, B Hopewell and J Lovett

### **31 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

Apologies for absence were received by Councillor Towsey-Hinton, Councillor Hughes attended as substitute.

### **32 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 26 NOVEMBER 2025.**

#### **RESOLVED:**

That the minutes of the above meeting, having been circulated, be approved as a correct record.

### **33 DECLARATION OF INTERESTS.**

None.

### **34 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.**

None.

### **35 EXCLUSION OF THE PUBLIC AND PRESS.**

#### **RESOLVED:**

That, the Members being satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information that under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting during the consideration of the ensuing reports on the grounds that the reports involve the likely disclosure of exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

**STAFFING REVIEWS FOR WASTE, PARKS, FLEET & STREET CARE AND PUBLIC PROTECTION.**

The Director of Place introduced a report, which had been circulated in advance of the meeting, seeking approval of the exit costs associated with recent restructures approved by the Appointments and Conditions of Service Committee and through delegated authority by the Chief Executive.

**RESOLVED to:**

- 1) Approve the redundancy costs and pension strains for 2 staff members as part of the Waste & Parks, Fleet & Street Care review; and
- 2) Approve the provisional redundancy costs for 2 staff as part of the Public Protection Team. Both roles would be deleted, subject to consultation and approval by the Chief Executive.

The meeting finished at 3.20 pm

Signed by Chair:  
Date:

By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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