

# Agenda

## Appeals and Retirements Committee

Date: **Monday 24 November 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 David Ellis
	Councillor Paul Feeney
	Councillor Darren Maltby
	Councillor Grahame Pope
	Councillor Clive Towsey-Hinton

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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

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- 1 **Apologies for Absence and Substitutions**
- 2 **To approve, as a correct record, the minutes of the meeting held on 11 July 2025.** 5 - 7
- 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 report on the grounds that the report involves 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 **ARC Report - Customer Services Restructure** 9 - 28  
Report of the Director of Transformation

## **MINUTES APPEALS AND RETIREMENTS COMMITTEE**

**Friday 11 July 2025**

Councillor Paul Wilkinson (Chair)

Councillor Roxanne Ellis  
Councillor David Ellis  
Councillor Andrew Dunkin

Councillor Paul Feeney  
Councillor Darren Maltby  
Councillor Grahame Pope

Officers in Attendance: L Beardsley, B Hopewell, N Osei, K Lindley, J Lovett, A Solley and S Troman

### **37 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

Apologies for absence were received from Councillors Adams and Towsey-Hinton, Councillors Dunkin and Maltby attended as substitute.

### **38 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 8 APRIL 2025**

#### **RESOLVED:**

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

### **39 DECLARATION OF INTERESTS**

None.

### **40 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT**

None.

### **41 EXCLUSION OF THE PRESS AND PUBLIC**

#### **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 report involves 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.

### **42 COMMUNICATIONS AND COMMUNITIES RESTRUCTURE**

The Director of Transformation introduced a report, which had been circulated in advance of the meeting, seeking to review and approve the potential exit costs associated with the Communications and Communities restructure ahead of final decisions being taken by the Head of Paid Service.

**RESOLVED to:**

- 1) Review the potential redundancy costs and pension strains for all team members;
- 2) Note that the actual costs will be determined based on who is recruited to each role, noting the likely impacts in relation to the management role and the Publications Officer role and the potential impacts depending on skillset matches across the wider team; and
- 3) Approve the provisional costs, within the likely maximum thresholds indicated in this report.

**43            APPEAL AGAINST DISMISSAL (1)**

The Assistant Director (Revenues & Welfare Services) introduced a report, which had been circulated in advance of the meeting, informing Members that an appeal against dismissal had been made by TB. The report also sought to ask the Committee for a decision to uphold or reject the appeal.

The Assistant Director presented the Council's reasons for the decision to dismiss TB. The Committee then heard from TB and their union representative, outlining their reasons for the appeal.

**RESOLVED:**

To reject the appeal against the dismissal and uphold the original decision to dismiss TB.

**44            APPEAL AGAINST DISMISSAL (2)**

The Director of Operations introduced a report, which had been circulated in advance of the meeting, informing Members that an appeal against dismissal had been made by JB. The report also sought to ask the Committee for a decision to uphold or reject the appeal.

The Director of Operations presented the Council's reasons for the decision to dismiss JB. The Committee then heard from JB and their representative, outlining their reasons for the appeal.

**RESOLVED:**

To reject the appeal against the dismissal and uphold the original decision to dismiss JB.

The meeting finished at 2.10 pm

Signed by Chair:  
Date:

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

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