

Agenda

Appeals and Retirements Committee

Date: **Tuesday 30 June 2026**

Time: **9.30 am**

Place: **Council Chamber**

For any further information please contact:

Democratic Services

committees@gedling.gov.uk

0115 901 3844

Appeals and Retirements Committee

Membership

Chair	Councillor Paul Wilkinson
Vice-Chair	Councillor Rachael Ellis
	Councillor Paul Feeney
	Councillor Darren Maltby
	Councillor Grahame Pope
	Councillor Sam Smith
	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

Page

- 1 Apologies for Absence and Substitutions.**
- 2 To approve, as a correct record, the minutes of the meeting held on 20 April 2026.** 5 - 7
- 3 Declaration of Interests.**
- 4 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, 2 and 5 of Part 1 of Schedule 12A of the Local Government Act 1972.
- 5 Report for the Appeals and Retirement Committee relating to the Appeal against dismissal.** 9 - 137
Report of the Assistant Director for Environmental Services (Operations).
- 6 Any other item which the Chair considers urgent.**

MINUTES APPEALS AND RETIREMENTS COMMITTEE

Monday 20 April 2026

Councillor Paul Wilkinson (Chair)

Councillor Paul Feeney
Councillor Darren Maltby
Councillor Julie Najuk

Councillor Grahame Pope
Councillor Sam Smith
Councillor Clive Towsey-Hinton

Apologies for absence: Councillor David Ellis

Officers in Attendance: B Hopewell, L Juby, N Osei, A Snodin and A Solley

51 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were received from Councillor Ellis, Councillor Najuk attended as substitute.

52 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 24 NOVEMBER 2025.

RESOLVED:

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

53 DECLARATION OF INTERESTS.

None.

54 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 reports involve the likely disclosure of exempt information as defined in Paragraphs 1, 2 and 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

55 REVENUES & WELFARE SERVICES RESTRUCTURE REPORT

The Assistant Director for Revenues & Welfare Services introduced a report, which had been circulated in advance of the meeting, seeking feedback and approval of the potential exit costs associated with the Revenues & Welfare Services restructure ahead of final decisions being taken by the Head of Paid Service (Chief Executive).

Members queried the term 'suitable alternatives' to redundancy, noting that if officers were unsuccessful in applying for other positions then redundancy or salary reduction due to lower paid work could not be considered a suitable alternative.

RESOLVED to:

Review the potential redundancy costs and pension strains for all team members.

Approve the provisional costs, within the likely maximum thresholds indicated in this report.

56 RICHARD HERROD CLOSURE REPORT 2026

The Assistant Director for Leisure and Wellbeing introduced a report, which had been circulated in advance of the meeting, seeking feedback and approval of potential staff exit costs associated with the closure of the Richard Herrod Centre ahead of final decisions being taken by the Head of Paid Service (Chief Executive).

Councillors Maltby and Sam Smith declared an interest in this item due to having attended the previous meeting of the Joint Consultative and Safety Committee which considered and voted on other aspects of the Richard Herrod Centre Closure.

RESOLVED to:

Review the potential redundancy costs and pension strains for all team members.

Approve the provisional costs, within the likely maximum thresholds indicated in this report.

57 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

The meeting finished at 10.28 am

Signed by Chair:
Date:

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Agenda Item 5

By virtue of paragraph(s) 1,2,5 of Part 1 of Schedule 12A of the Local Government Act 1972.

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