

**MINUTES
APPEALS AND RETIREMENTS COMMITTEE**

Friday 22 July 2016

Councillor Jim Creamer (Chair)

Councillor Carol Pepper
Councillor Paul Stirland
Councillor John Truscott

Councillor David Ellis
Councillor Jane Walker

Apologies for absence: Councillor Barbara Miller, Councillor Gary Gregory and Councillor Boyd Elliott

Officers in Attendance: D Archer, A Dubberley, I Oxborough, L Sugden and D Wakelin

44 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence had been received from Councillors Elliott, Gregory and Miller. Councillors Ellis and Walker attended as substitutes.

In the absence of the Chair and Vice-Chair Councillor Creamer was elected as Chair for the meeting.

45 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 24 MARCH 2014.

RESOLVED:

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

46 DECLARATION OF INTERESTS.

None.

47 REDUNDANCY COMPENSATION PAYMENTS - DISCRETIONARY ARRANGEMENTS AND PENSION RELEASE

The Service Manager Organisational Development introduced a report, which had been circulated prior to the meeting, giving further delegated authority to the Chief Executive concerning discretionary pension release arrangements.

RESOLVED:

That for the period up to the financial year end 2019 that in all cases of redundancy and efficiency, authority is delegated to the Chief Executive, following consultation with the Section 151 Officer, as follows:

- 1) To authorise release of pension to employees age 55 and above who are members of the Local Government Pension Scheme. In cases where release of pension is not recommended, the decision would be referred back to the Appeals and Retirements Committee for final decision; and
- 2) To authorise the award of the normal maximum discretionary compensatory redundancy and efficiency payments made within the terms of the Council's local scheme. In cases where payment of the maximum discretionary award is not recommended, the decision would be referred back to the Appeals and Retirements Committee for final decision.

48 ANY OTHER ITEM WHICH THE CHAIR CONSIDERS URGENT.

None.

49 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 Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

50 APPEAL AGAINST DISMISSAL- AK

The Service Manager for Organisational Development informed the Committee that AK had appealed against the decision of the Director to dismiss her from the Council's employment. It was further explained that the appellant had made a request that more time was given before the appeal was heard in order for her union representative to be able to attend.

The Committee considered the request from the appellant and it was

RESOLVED:

To adjourn the meeting to allow the appellant to arrange for union representation at the dismissal appeal.

The meeting adjourned at 9:48 am.

The meeting resumed at 1 pm on Friday 19 August with Councillor Creamer in the Chair.

AK attended and addressed the Committee and was represented by her Union. David Wakelin, Director of Health and Community Wellbeing, attended with Irene Oxborough, Senior Personnel Officer, and presented the Council's reasons for the decision to dismiss.

RESOLVED:

To uphold the decision made by the Director for Health and Community Wellbeing to dismiss AK from the Council's service with effect from 22 June 2016 and to dismiss the appeal made by AK against dismissal.

The meeting finished at 3.10 pm

Signed by Chair:

Date: