

**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: