

Minutes

Name of meeting	GENERAL PURPOSES (APPEALS) SUB COMMITTEE
Date and time	1 MAY 2008 COMMENCING AT 10.00 AM
Venue	COMMITTEE ROOM TWO, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Present	Cllrs Lady Sarah Pigot (Chairman), Jonathan Fitzgerald-Bond, Diana Tuson
Officers Present	Steve Beynon, Jan Blenkinsop, Julie Martin, Claire Shand

1. **Minutes**

RESOLVED :

THAT the Minutes of the meetings held on [12](#) and [17](#) March 2008 be confirmed.

2. **Declarations of Interest**

There were no declarations at this time.

3. **Exclusion of Public and Press**

RESOLVED:

THAT, under Section 100(A)(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the following item of business, namely minute number 4, on the grounds that there was likely to be disclosure of exempt information as defined in paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act and in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

4. **Confidential Report of the Director of Customer Services**

Appeal against the decision for dismissal on grounds of redundancy

The Chairman welcomed those present and introduced Members of the Committee. She confirmed that all members had read the papers and outlined the procedure that was to be followed.

The appellant and her union representative outlined their case highlighting several points from the documentation that had previously been submitted. The management representative and members of the Sub Committee asked questions of the appellant.

Following representations from the management representative, the appellant, her representative and the Sub Committee asked questions. During the course of the questioning the appellant made mention of the responses to the formal consultation as mentioned in Appendix D of the case put by the management.

The committee adjourned to enable the Director of Children's Services to get copies of that response.

Upon reconvening a copy of the document was circulated to and read by members. Further questions were then asked.

All parties withdrew, whilst the Committee adjourned to consider the appeal.

Upon reconvening the Chairman advised those present that the Sub Committee had drawn its deliberations to a conclusion, having fully examined the evidence presented from both sides.

In reaching the decision, the Sub Committee in examining the points raised by the appellant did not consider that the selection process was either perverse, unfair or unreasonable as there was no clear evidence to suggest that the re structure of the Children's Services department and redundancy process was based on anything other than service delivery needs and that appropriate support had been offered to the appellant both through internal and external sources during the appellants period of ill health.

It was also considered that it was a true redundancy situation and in the dismissal, due process had been followed at all stages as required by policy. Additional levels of support for staff had been put in place over and above what was required and indeed there was evidence that suitable alternative employment opportunities had been made available as part of the re deployment period, but turned down.

The decision of the Sub Committee was final and there were no further rights of appeal.

The decision would be confirmed in writing by the Head of Human Resources within the next five working days.

RESOLVED :

THAT the Sub Committee was unable to uphold the appeal.

CHAIRMAN