



Minutes

Name of meeting	GENERAL PURPOSES (APPEALS) SUB COMMITTEE
Date and time	WEDNESDAY, 3 DECEMBER 2008 COMMENCING AT 3.00 PM
Venue	COMMITTEE ROOM ONE, COUNTY HALL, NEWPORT, ISLE OF WIGHT
Present	Cllrs Lady Sarah Pigot (Chairman), Jonathan Fitzgerald-Bond, Diana Tuson
Officers Present	Louise Ash, Julie Martin, Clare Messenger, Dave Rossell

20. **Minutes**

RESOLVED :

THAT the Minutes of the meeting held on [24 November 2008](#) be confirmed.

21. **Declarations of Interest**

There were no declarations at this stage.

22. **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 23, 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.

23. **Confidential Report of the Director of Corporate Services**

Appeal against a Dismissal Hearing Outcome

The Sub Committee was advised that the appellant had sent a letter advising Human Resources that she would not be attending the hearing due to ill health which was circulated and read. The Sub Committee agreed to proceed with the hearing in the appellant's absence.

An amended version of Appendix E, the minutes of the hearing held on 29 October 2008, was circulated and read by the Sub Committee.

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

All parties withdrew, whilst the Sub 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.

The Sub Committee dismissed the appeal as it believed both Management and Human Resources had followed the Attendance Management Policy and Procedures correctly in seeking to provide the necessary support to the appellant. However, the Directorate was unable to sustain her continuing absence because of the impact upon the service and therefore it was reasonable to dismiss the appellant on health grounds.

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

RESOLVED :

THAT the appeal be dismissed.

CHAIRMAN