

Crawley Borough Council

Minutes of Staff Appeals Board

26 February 2015 at 10.30 am

Present:

Councillors:- D G Crow, Dr H S Bloom and D J Shreeves

Officers Present:

Tony Baldock
John Bradley
Jo Gaywood

Environmental Services Manager
Unison Branch Secretary
HR and Organisational Development
Manager

Lucasta Grayson

Head of People and Technology – Acting as
Advisor to the Board.

Nigel Sheehan

Head of Partnership Services

1. Appointment of Chair

RESOLVED

That Councillor D J Shreeves be appointed Chair for the duration of the meeting.

2. Apologies for Absence

Councillor C J Mullins.

3. Members' Disclosures of Interest

No disclosures of interests were made by Members.

4. Exclusion of the Public

RESOLVED

That in accordance with Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act by virtue of the paragraph specified against the item.

5. Appeal Against Dismissal on the Grounds of Ill health Capability in Accordance with the Absence Management Procedure.

(Exempt Paragraph 1 - Information Relating to an Individual)

The Staff Appeals Board had convened to hear and determine an appeal brought by the holder of post number EN209, against the decision of the Council to dismiss him on the grounds of ill health capability in accordance with the Absence Management Procedure. The Appellant attended this meeting, and the grounds for appeal were detailed in his letter presented to the Head of People and Technology, received on 19 January 2015.

In reaching its decision, the Board had carefully considered in detail all the evidence presented at the meeting, both written and oral. That evidence included the Management case papers set out in pages A1 to A134 of the agenda, and the evidence requested for submission by the Appellant, as set out in pages B1 to B5 of the agenda.

RESOLVED

- (1) That, having explored the evidence in detail, and considered all issues carefully, the appeal against dismissal by the holder of post EN209 be rejected.
- (2) That this be the final decision of the Council and that the post holder's last day of service be the 16th March 2015.

6. Closure of Meeting

With the business of the Board concluded, the Chair declared the meeting closed at 2.50 pm.

D J SHREEVES
Chair