

NORTH LINCOLNSHIRE COUNCIL

APPEALS COMMITTEE

6 September 2021

PRESENT: - Councillors N Poole, D Wells and Wilson

The meeting was held in Room F01e, Conference Room, Church Square House.

402 **TO APPOINT A CHAIRMAN FOR THE MEETING - Resolved** – That Councillor N Poole be and he is hereby appointed chairman for the meeting.

403 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS, IF ANY -**
There were no declarations of Disclosable Pecuniary Interests, Personal or Personal and Prejudicial Interests.

404 **EXCLUSION OF PRESS AND PUBLIC - Resolved** - That the public be excluded from the meeting for consideration of the following item (Minute 405 refers) on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended).

405 **DIGNITY AT WORK APPEAL (APP 106)** - The Committee considered an appeal from an employee of the Operations Directorate. The appellant attended and was accompanied by a work place colleague.

Resolved - The Appeals Committee carefully listened to the representations made by the appellant and his work place colleague and the local authority representatives at the hearing on Monday 6 September 2021. The Committee also read and considered the documentation contained within the agenda bundle as well as the two additional submissions circulated to all parties prior to the hearing on behalf of the appellant.

In accordance with the Council's Dignity at Work Procedure, the Committee's responsibility was to consider the outcome of the investigation and the appropriateness of any sanctions imposed/actions agreed by the Director: Operations representative. .

After hearing the representations of both the appellant and the local authority, as well as reading all the documentation, the Committee unanimously agreed that the sanctions imposed/actions agreed by the Director's representative were proportionate and in accordance with the Dignity at Work policy.

Consequently, the appeal was dismissed.