
SOUTHAMPTON CITY COUNCIL
EMPLOYMENT AND APPEALS PANEL
MINUTES OF THE MEETING HELD ON 23 NOVEMBER 2016

Present: Councillors Noon (Chair), Burke, B Harris, White, Taggart and Wilkinson

Apologies: Councillor Lee Whitbread

4. **MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING)**

RESOLVED: that the minutes for the Panel meeting on 13th July 2016 be approved and signed as a correct record.

5. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED that the Chair moved in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of item 6.

Confidentiality is based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules. The information contained therein is potentially exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

6. **APPEAL AGAINST DISMISSAL**

The Panel considered a confidential report seeking the Panel's consideration in regard to an appeal against dismissal.

RESOLVED

- (i) That the Panel upheld the appeal against summary dismissal for gross misconduct and that the sanction of a final written warning be imposed for a 12 month period instead;
- (ii) That the Panel recommended that management review the training for and delivery of the policies relating to:
 - the code of conduct;
 - the disposal of side waste; and
 - the appropriation of waste items for personal gain for all staff;

- with particular reference to the varying educational skill levels and language abilities of staff in order to ensure that staff were fully appraised of the correct practice; and
- (iii) That the Panel recommended that the management of the mentoring system for new employees in the waste crews be reviewed to make this more robust and effective.