

## Staff Appeals heard 1 April 2019 - 31 March 2020

Date of hearing	Appellant's Directorate	Members	Type of Appeal	Outcome	Recommendations and Management response
30 April 2019	Communities and Public Protection	Cllr Bob Smytherman (Chair); Cllr Lionel Barnard; Cllr Carol Purnell	Dismissal by reason of redundancy	Dismissed	
23 July 2019	Children's Services	Cllr Pat Arculus (Chair); Cllr Jacky Pendleton; Cllr Morwen Millson; Nathan Elvery	Dismissal for misconduct	Dismissed	
27 February 2020	Children's Services	Cllr Lionel Barnard (Chair); Cllr David Bradford;  Cllr Morwen Millson	Dismissal for misconduct	Dismissed but the Board found that summary dismissal was not justified. The decision was therefore substituted with dismissal with contractual notice	Board members concerned at lack of evidence of supervision or performance management of officers and possibility of such practice affecting similar cases if not addressed. <b>Response:</b> Action has been taken resulting in a marked improvement in supervision. Outcomes for improving manager competency have been set right across the council in relation to 1:1s and managing performance within the People Framework. Performance Management is a key Kickstart project. This requires a series of interventions and cannot be resolved quickly but there are plans in place and action has already been taken to address the issues.