

Runnymede Borough Council  
STANDARDS AND AUDIT COMMITTEE

11 May 2011 at 11am

Members of the Committee present: Mr S Tully (Chairman and Independent non-elected Member),  
Councillors A Alderson, R J Edis and A P Tollett.

Members of the Committee absent: Councillor J Broadhead and Mrs C Spurling (Vice-Chairman and Independent non-elected Member)

700. FIRE PRECAUTIONS

The Chairman read the procedures to be followed in the event of fire or other emergency.

701. APOLOGIES FOR ABSENCE

Apologies were received from Mrs C Spurling (Vice-Chairman and Independent non-elected Member) and Councillor J Broadhead.

702. CHAIRMAN'S INTRODUCTION

The Chairman introduced all the parties present to each other and ensured that everyone was clear about the purpose and proposed procedure for the hearing. In doing so, he stressed the role of the Committee was to listen to the parties present and he also sought to put the appellant at her ease.

703. PROCEDURE

The Chairman confirmed that the procedure being followed for the hearing was that laid down in the paperwork sent to the parties present and each confirmed that they understood how the meeting would be held.

The Director of Housing and Community Services would present her case first, and call witnesses if appropriate, then questions could be asked, followed by the appellant stating her case, and again questions might be asked between the parties to ensure that all available information was clear and understood.

The Chairman confirmed that Notice of the Appeal against dismissal had been duly served and accepted and that the grounds on which the appellant was making her appeal had been properly recorded in her letter of appeal.

The appellant confirmed that she did not wish to call any witnesses and that she was content to proceed with the hearing, without any representation.

The Director of Housing and Community Services confirmed that if necessary, she would like to call the Head of Community Services and a Mobile Sheltered Housing Manager; both of whom had provided statements to be considered at the meeting.

The Committee noted receipt of all the paperwork pertaining to the appeal.

Additional statements were requested by the Committee and were provided to all the parties. These were the appellant's banding awards and most recent appraisal, an extract from a relevant manager's handbook to expand on evidence given at the hearing and a statement provided by the Head of Community Services to further explain some details within the paperwork pertaining to the case.

704. DISCIPLINARY APPEAL – TO HEAR AN APPEAL LODGED BY A FORMER EMPLOYEE OF THE HOUSING AND COMMUNITY SERVICES DEPARTMENT

By resolution of the Committee the press and public were excluded from the meeting during the consideration of this item under Section 100A(4) of the Local Government Act 1972 on the grounds that the item in question would be likely to involve the disclosure of exempt information of the description specified in paragraph 1 of Part 1 of Schedule 12A of the Act.

Statements for both sides and a substantial amount of documentation had been circulated before the hearing in accordance with the approved procedure. The management side presented its case and the Committee asked questions of the representatives. The appellant then presented her case and the Committee asked her questions on particular points.

There followed an adjournment at 12.20 pm to allow for additional paperwork requested by the Committee (referred to in the previous item), to be provided to all parties present. The meeting reconvened at 1.28pm with the appearance of one of the Management witnesses who had provided two statements to the Committee which they wished to question him about briefly.

There followed a further adjournment at 1.39 pm to consider the additional information provided.

The meeting reconvened at 1.52 pm.

After giving the case careful consideration, the Committee came to the conclusion that the appeal should be dismissed on the grounds that the appellant had committed breaches which amounted to Gross Misconduct.

The Committee considered that it had no alternative in the circumstances but to uphold the dismissal from the employment of Runnymede Borough Council.

The Committee wished to thank the appellant for her years of service to the Council and expressed regret that her career had now ended in this manner.

The appeal was therefore dismissed and the decision would be confirmed to the appellant within five working days of the date of the decision (11 May 2011).

**RESOLVED that –  
the appeal be dismissed.**

Chairman

(The meeting ended at 1.55 pm)