

Minutes of a meeting of **Iminster Town Council**  
held in the Council Chamber, Council Offices, North Street, Iminster  
on Monday 10<sup>th</sup> December 2018 at 20.00hrs

**Present:**

**Chair:** Cllr J Fowler

**Councillors:** Cllr D Belobaba, Cllr P Burton, Cllr J Dewick, Cllr J Fagan, Cllr M Gunn,  
Cllr M James, Cllr V Keitch, Cllr I MacKillop, Cllr A Shearman,  
Cllr S Shepherd, Cllr R Swan, Cllr T Walker and Cllr F White.

**In attendance:**

**Officers:** Mrs A Cox, South Somerset District Council (acting as Clerk)  
Mrs R Grandfield, South West Councils (Regional HR Adviser)

---

**541. Apologies for absence**

An apology for absence was received from Councillor L Taylor.

**542. Declarations of Interest**

All Councillors declared a personal interest in Agenda item 4: Independent Grievance, Capability and Disciplinary Panel - Review of Resolution and Sanction as members of the Town Council.

**543. Exclusion of Press and Public**

**RESOLVED** That in accordance with Paragraph 1 (2) of the Public Bodies (Admission to Meetings) Act 1960 Agenda Item 4 "Independent Grievance, Capability and Disciplinary Panel - Review of Resolution and Sanction" be considered without members of the press and public present due to the confidential nature of the business to be transacted i.e. Staffing terms of service, conduct and performance related matters.

**544. Independent Grievance, Capability and Disciplinary Panel - Review of Resolution and Sanction**

The Chairman reminded members of the proposal as detailed in the Agenda and advised that membership of South West Councils had been completed and she introduced Rachel Grandfield, Regional HR Adviser, who was attending the meeting to provide professional advice.

The Regional HR Adviser for South West Councils outlined the options available to the Council to review the original decision of the Independent Grievance, Capability and Disciplinary Panel meeting of 8<sup>th</sup> November 2018.

During a lengthy discussion the Regional HR Adviser clarified several points raised by Councillors and it was then proposed and seconded that the resolution and sanctions of the Independent Panel meeting of 8th November

Chair's Initials
------------------

2018 be referred to an Appeal Panel, to consider the decision of the Independent Panel. On being put to the vote, this was carried (voting: 9 in favour, 3 against, 1 abstention .*Note :Cllr Belobaba was not in the room when voting took place.*).

It was then proposed and seconded that the Appeal and Review Panel comprise of Councillors Belobaba, Dewick and James. On being put to the vote, this was carried (voting: 10 in favour, 1 against, 3 abstentions).

Councillors discussed a possible date for the Appeal Panel Meeting and it was agreed to hold it on Friday 4<sup>th</sup> January 2019 at 14.00hrs in the Council Chamber, Council Offices, North Street, Ilminster.

### **RESOLVED**

- (i) an Appeal Panel be set up to consider the decision of the Independent Panel and that the Panel comprise of Councillors Belobaba, Dewick and James;
- (ii) that the Appeal Panel be given delegated authority to conduct any proceedings and to take any decisions and actions, including the determination of sanctions, which it deems appropriate following receipt of the independent investigating officers report, letter of dismissal, letter of appointment of panel members and any other relevant documentation;
- (iii) that the Appeal Panel have access to independent HR advice.

10 in favour, 1 against, 3 abstentions

The meeting closed at 21.15hrs.

Chair's Signature & Date
--------------------------