



BUSINESS CASE – SETTLEMENT AGREEMENT

Section 1: Employee Information

EMPLOYEE NAME:		JOB TITLE:	
DIRECTORATE:		DIVISION:	
SECTION:		MANAGER:	

Section 2: Background Information

XXX was dismissed from the Authority in August 2013 following an incident of gross misconduct. She appealed the decision and members upheld the original decision to dismiss Ms XXX. An application for unfair dismissal was submitted by Ms XXX to the Employment Tribunal. The details of Ms XXX dismissal were referred to the Care Council for Wales.

Section 3: Risks / benefits to service – rationale for decision

Whilst the decision to dismiss was upheld by the Members Panel, the case has been settled on a commercial basis to avoid the cost and resources involved in attending an Employment Tribunal. However, our records will show that Ms XXXX was dismissed from the Authority and any reference received will confirm this decision.

Section 4: Other options considered

Attend the Employment Tribunal with the associated costs and risk.

Section 5: Cost

Section 6: Management Authorisation - Outcome

Head of Service Signature: _____

Date:

Director Signature: _____

Date:

Head of Workforce & OD Signature: _____

Date: