

**THE HIGHLAND COUNCIL
FINANCE, HOUSING AND RESOURCES COMMITTEE'S APPEALS COMMITTEE**

Minute of Meeting of the Finance,
Housing and Resources Committee's
Appeals Committee held in Council
Headquarters, Inverness on
Wednesday, 24 April, 2013 at 9.30
a.m

PRESENT:

Dr D Alston
Miss J Campbell
Mrs E McAllister
Mr D Mackay

Mr H Morrison
Mr F Parr
Mr G Phillips

Officials in Attendance:-

Ms E Barrie, Personnel Manager, Chief Executive's Service (Adviser to the Committee)
Mr R Guest, Head of Roads and Community Works (Management Side)
Ms K Zoryk, HR Business Partner, Chief Executive's Service (Management Side)
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Dr D Alston in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Mr D Fallows and Mr N Donald.

2. Declarations of Interest

The Committee **NOTED** that there were no declarations of interest expressed.

3. Exclusion of the Public

The Committee **RESOLVED** that under Section 50A(4) of the Local Government (Scotland) Act 1973 the public be excluded from the meeting for this item on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A of the Act.

4. Appeal No.4/2013 – Appeal against Final Written Warning and Dismissal

There had been circulated a written Statement of Case prepared by the Management Side, a written Statement of Case prepared by the Appellant, and a copy of the Appeals Hearing Procedure.

The Chairman welcomed both parties to the Hearing.

In accordance with the Appeals Procedure, Mr R Guest, Head of Roads & Community Works presented the Management Side case, during which eight witnesses were called and heard. Thereafter, the Appellant presented his case to the Committee.

Following questioning and after the Management Side and the Appellant had summed up their respective cases, both parties withdrew to allow the Committee to deliberate in private.

Having given careful consideration to the various issues raised, the Committee **AGREED** that the grounds of the appeal had not been substantiated and the appeal be not upheld.

The meeting ended at 4.05 p.m.