

**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 Monday
13 May 2013 at 1.30 pm.

PRESENT:

Dr D Alston
Mr D Fallows

Mr D Mackay
Mr F Parr

Officials in Attendance:-

Ms E Barrie, Personnel Manager, Chief Executive's Service (Adviser to the Committee)

Mrs C Campbell, Maintenance and Service Support Manager, Housing and Property Service Works (Management Side)

Ms J Sikkema, HR Business Partner, Chief Executive's Service (Management Side)

Mrs L Dunn, Principal Administrator, Chief Executive's Service

Dr D Alston in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Miss J Campbell, Mr N Donald and Mr H Morrison.

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.6/2013 – Appeal against 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, Mrs C Campbell, Maintenance and Service Support Manager presented the Management Side case. 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 been substantiated and the appeal be upheld. On that basis, it was **AGREED** that the Appellant be reinstated and that management hold discussions with the Appellant's Trade Union representative to determine how this could best be achieved.

The meeting ended at 2.50 pm.