

**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
4 November 2013 at 2.00 p.m.

PRESENT:

Mr D Fallows
Dr D Alston
Mr D MacKay

Mr H Morrison
Mr F Parr

Officials in Attendance:-

Mr J Batchelor, Head of Human Resources, Chief Executive's Service (Adviser to the Committee)

Ms F Palin, Head of Health and Social Care, Health and Social Care Service (Management Side)

Ms E Barrie, HR Manager, Chief Executive's Service (Management Side)

Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mr D Fallows in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Mr A Christie, Mr G MacKenzie, Miss J Campbell 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.12/2013 – 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, Ms F Palin, Head of Health and Social Care, Health and Social Care Service presented the Management Side case. Thereafter, the Appellant presented their 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.

The Committee recommended that reconsideration be given to the Appellant's continued employment within the Criminal Justice Service or other Health and Social Care opportunities on a case by case basis, including those which required membership of the Protection of Vulnerable Groups Scheme.

The meeting ended at 3.05 p.m.