

**THE HIGHLAND COUNCIL
RESOURCES COMMITTEE'S APPEALS COMMITTEE**

Minute of Meeting of the Resources
Committee's Appeals Committee
held in Council Headquarters,
Inverness, on Monday, 11 August
2014 at 10.15 a.m.

PRESENT:

Dr D Alston
Mr N Donald
Mr D Mackay

Mr H Morrison
Mr F Parr

Officials in Attendance:-

Mr S Fraser, Head of Corporate Governance (Adviser to the Committee)
Ms N Murray, Facilities Services Manager, Education, Culture and Sport Service
(Management Side)
Ms B Johnstone, HR Business Partner, Corporate Development Service
(Management Side)
Mr J Gibson (Appellant's representative)
Mrs R Moir, Principal Administrator, Corporate Development Service

Dr D Alston in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Miss J Campbell, Mr A Christie, Mrs G Ross and Mrs M Smith.

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.14/2014 – Appeal against Termination of Employment

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

The Chairman welcomed both parties to the Hearing.

In accordance with the Appeals Procedure, Ms N Murray, Facilities Services Manager, Education, Culture and Sport Service, presented the Management Side case, during which one witness was called and heard. Thereafter, the Appellant's Side presented their case to the Committee.

Following questioning, and after the Management Side and the Appellant's Side 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 11.30 a.m.