

**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, 8 December, 2014 at 10.30 a.m.

PRESENT:

Dr D Alston
Mr N Donald
Mr D Mackay

Mr H Morrison
Mr F Parr

Officials in Attendance:-

Ms E Barrie, Human Resources Manager, Corporate Development Service (Adviser to the Committee)

Mr J Steven, Head of Education (Management Side)

Mrs B Johnstone, HR Business Partner, Corporate Development Service (Management Side)

Mr R Goring, Scottish Secondary Teachers' Association (Appellant's Representative)

Mr A MacInnes, Administrative Assistant, Corporate Development Service

Dr D Alston in the Chair

BUSINESS

1. Apologies

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

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.17/2014 – 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's Side,

and a copy of the Appeals Hearing Procedure.

The Chairman welcomed both parties to the Hearing.

In accordance with the Appeals Procedure, Mr J Steven, Head of Education presented the Management Side case, during which one witness was called and heard. Thereafter, the Appellant's Side presented their case, during which two witnesses were called and heard.

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 3.20 p.m.