

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

Minute of Meeting of the Resources  
Committee's Appeals Committee  
held in Council Headquarters,  
Inverness, on Tuesday, 12 May,  
2015 at 2.00 p.m.

**PRESENT:**

Dr D Alston

Mrs E McAllister

Mr N Donald

Mr D Mackay

Mr H Morrison

Mr F Parr

Officials in Attendance:-

Mr J Batchelor, Head of People and Performance, Corporate Development Service (Adviser to the Committee)

Mr W Gilfillan, Director of Community Services (Management Side)

Mrs J Sikkema, HR Business Partner, Corporate Development Service (Management Side)

Mr B Crabtree, GMB (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 Ms M Smith, Miss J Campbell and Mr G MacKenzie.

**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. Grievance Appeal**

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

The Chairman welcomed both parties to the Hearing.

In accordance with the Appeals Procedure, the Appellant's Side presented their case. Thereafter, the Management Side presented their case, during which one witness was 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:-

- i Part 1 of the appeal relating to redundancy had not been substantiated and was not upheld; and
- ii Part 2 of the appeal relating to contractual overtime, the grounds of the appeal had been substantiated and the appeal be upheld to the extent that, in this case, there was no clear distinction between contractual and non-contractual overtime from the information provided for the 12 month period, and consequently all overtime worked while on standby for that 12 month period should be regarded as contractual.

The meeting ended at 3.50 p.m.