

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

Minute of Meeting of the Resources Committee's Appeals Committee held in Council Headquarters, Inverness, on Friday, 21 August, 2015 at 10.00 a.m.

**PRESENT:**

Mr B Fernie  
Mr D Millar

Miss J Campbell  
Mr D Mackay

Officials in Attendance:-

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

Ms B Cairns, Head of Additional Support Services, Care and Learning Service (Management Side)

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

Mr D Waplington, NASUWT (Appellant's Representative)

Mr A MacInnes, Administrative Assistant, Corporate Development Service

**Mr B Fernie in the Chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr A Mackinnon, Mrs F Robertson and Mr F Parr.

**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 Chair 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 the grounds of the appeal had not been substantiated and the appeal was not upheld.

The meeting ended at 12.30 p.m.