

**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, 7 March,
2016 at 2.00 p.m

PRESENT:

Mr B Fernie
Mr A Mackinnon

Mr B Lobban
Mr F Parr

Officials in Attendance:-

Mr S Fraser, Head of Corporate Governance, Corporate Development Service
(Adviser to the Committee)

Ms D MacKenzie, Operations Manager (South), Finance Service (Management
Side)

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

Mr S Connolly, Partner, Miller Samuel (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 Dr D Alston, Mr G Rimell 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 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 D MacKenzie, Operations Manager (South) presented the Management Side case, during which a witness was called and heard. Thereafter, Mr S Connolly, Partner, Miller Samuel presented the Appellant's Side case to the Committee, during which three 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 5.00 p.m.