

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

Minute of Meeting of the Resources  
Committee's Appeals Committee  
held in Council Headquarters,  
Inverness on Thursday, 14 April,  
2016 at 1.30 p.m

**PRESENT:**

Mr B Fernie  
Mr A Mackinnon  
Mr A Henderson

Mr B Lobban  
Mr F Parr

Officials in Attendance:-

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

Mr C Clark, Head of Environmental & Regulatory Services, Community Services (Management Side)

Ms K Zoryk , HR Business Partner, Corporate Development Service (Management Side)

Mr A Cameron, GMB, (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, Mrs M Smith and Mr R Greene.

**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, Mr A Cameron, GMB presented the Appellant's Side case. Thereafter, Mr C Clark, Head of Environmental & Regulatory Services presented the Management Side case to the Committee, during which a 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 been substantiated in part and to refer relevant matters to the Council's Occupational Health, Safety and Wellbeing Manager to ensure that proper procedures were in place.

The meeting ended at 2.50 p.m.