

**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, 23 May,  
2016 at 10.00 a.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)

Mr J Steven, Head of Education, Care and Learning Service (Management Side)

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

Ms P Fallow, Area Officer, EIS (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, Mr D Millar and Ms F Robertson.

**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 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 a witness was called and heard. Thereafter, Ms P Fallow, Area Officer, EIS, presented the Appellant's Side case to the Committee.

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 11.25 a.m.