

Highland Council

Resources Committee

Minute of Meeting of the **Resources Committee's Appeals Committee** held in Committee Room 2, Council Headquarters, Inverness on Thursday 20 April 2017 at 10.00 a.m.

PRESENT

Mr A Mackinnon
Mr R Greene
Mr F Parr
Mr G Rimell

Officials in Attendance:-

Mr W Gilfillan, Director of Community Services (Management Side)
Ms K Zoryk, HR Business Partner (Management Side)
Mr P MacPherson, GMB (Appellant's Representative)
Ms E Barrie, HR Manager, Corporate Development Service (Adviser to the Committee)
Mrs L Dunn, Principal Administrator, Corporate Development Service (Clerk to the Committee)

Mr A Mackinnon in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Dr D Alston, Mr B Fernie, Mr A Henderson, Mr B Lobban and Mrs M Smith.

2. Declarations of Interest

There were no declarations of interest.

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 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 P MacPherson presented the Appellant's Side case to the Committee during which two witnesses were called and heard. Thereafter, Mr W Gilfillan, Director of Community Services presented the Management Side case 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 that the appeal be partially upheld.

The meeting ended at 11.35 am.