

Highland Council

Corporate Resources Committee

Minute of Meeting of the **Corporate Resources Committee's Appeals Committee** held in the Leaders Meeting Room, Council Headquarters, Inverness on Tuesday 26 September 2017 at 10.30 a.m.

PRESENT

Mr A Henderson
Mr B Lobban
Mr G MacKenzie

Mr C MacLeod
Ms T Robertson
Mr C Smith

Officials in Attendance:-

Mr D Goldie, Head of Housing and Building Maintenance, 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)

PRELIMINARIES

Prior to commencing the meeting, it was **AGREED** that Mr B Lobban be appointed as Chairman for the purposes of this hearing.

Mr B Lobban in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Mr A Baxter, Dr I Cockburn and Mr A Mackinnon.

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. 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 D Goldie, Head of Housing and Building Maintenance, presented the Management Side case and during questioning, at the agreement by all parties, the hearing was adjourned at 11.25 am and resumed at 11.25 am to allow additional evidence to be presented.

On resuming the meeting (at 11.25 am), there was a further adjournment at 11.30 am to allow the additional evidence tabled to be considered. The hearing was then resumed at 11.45 am and during the continuation of the presentation of the Management Case two witnesses were called and heard. Thereafter, Mr P MacPherson presented the Appellant's Side case to the Committee during which one witness was called.

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.

The meeting was adjourned at 12.50 pm and resumed at 1.30 pm.

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 1.55 pm.