

**Highland Council**

**Corporate Resources Committee**

Minute of Meeting of the **Corporate Resources Committee's Appeals Committee** held in Council Headquarters, Inverness on Thursday 28 February 2019 at 4.00 p.m.

**PRESENT**

Mr A MacKinnon  
Mr M Reiss  
Mr B Lobban

Ms L Munro  
Mr C Smith

Officials in Attendance:-

Mr B Couston, Additional Support Needs Manager (Mid), Care and Learning Service (Management Side)  
Ms M Mackenzie , HR Officer, Corporate Resources Service (Management Side)  
Ms J Atkinson, Area Organiser, UNISON, Appellants' Representative  
The Appellants  
Ms E Barrie, HR Manager, Corporate Resources Service (Adviser to the Committee)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service (Clerk to the Committee)

**Mr A MacKinnon in the Chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr J Finlayson, Mr G MacKenzie, Mrs L MacDonald and Dr I Cockburn.

**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 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, Ms J Atkinson, Area Organiser, UNISON presented the Appellants' Side case during which a witness was called and heard.

Thereafter, Mr B Couston, Additional Support Needs Manager (Mid), Care and Learning Service presented the Management Side case, during which two witnesses were called and heard.

Following questioning and after the Management Side and the Appellants' Side having summed up their respective cases, both parties were informed that the Committee would announce their decision in writing within 5 working days in accordance with the Grievance Procedure.

Following private deliberation of the Appeal, the Committee **AGREED** to adjourn the meeting and a further meeting date would be arranged for the Committee to continue with their consideration of the appeal.

The meeting ended at 5.10 p.m.

**Highland Council**

**Corporate Resources Committee**

Minute of Meeting of the **Corporate Resources Committee's Appeals Committee** held in Council Headquarters, Inverness on Thursday 28 February 2019 at 5.25 p.m.

**PRESENT**

Mr A MacKinnon  
Mr M Reiss  
Mr B Lobban

Ms L Munro  
Mr C Smith

Officials in Attendance:-

Mr B Couston, Additional Support Needs Manager (Mid), Care and Learning Service (Management Side)  
Ms M Mackenzie , HR Officer, Corporate Resources Service (Management Side)  
Mr P MacPherson, GMB, Appellants' Representative  
The Appellants  
Ms E Barrie, HR Manager, Corporate Resources Service (Adviser to the Committee)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service (Clerk to the Committee)

**Mr A MacKinnon in the Chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr J Finlayson, Mr G MacKenzie, Mrs L MacDonald and Dr I Cockburn.

**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 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 P MacPherson, GMB, presented the Appellants' Side case during which a witness was called and heard.

Thereafter, Mr B Couston, Additional Support Needs Manager (Mid), Care and Learning Service presented the Management Side case, during which two witnesses were called and heard.

Following questioning and after the Management Side and the Appellants' Side having summed up their respective cases, both parties were informed that the Committee would announce their decision in writing within 5 working days in accordance with the Grievance Procedure.

Following private deliberation of the Appeal, the Committee **AGREED** to adjourn the meeting and a further meeting date would be arranged for the Committee to continue with their consideration of the appeal.

The meeting ended at 7.05 p.m.

**Highland Council  
Corporate Resources Committee**

Minute of Meeting of the **Corporate Resources Committee's Appeals Committee** held in Council Headquarters, Inverness on Wednesday, 6 March 2019 at 4.00 p.m.

**PRESENT**

Mr A MacKinnon  
Mr M Reiss (by telephone conference)  
Mr B Lobban

Ms L Munro  
Mr C Smith

Officials in Attendance:-

Ms E Barrie, HR Manager, Corporate Resources Service (Adviser to the Committee)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service (Clerk to the Committee)

**Mr A MacKinnon in the Chair**

**BUSINESS**

**1. Apologies**

There were no apologies for absence.

**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 Appeals held on 28 February, 2019**

The purpose of the meeting was for the Committee to continue with their private deliberation of two Appeals held on 28 February, 2019. Given that the appeals related to the same grievance, both appeals were considered collectively by the Committee.

Following further discussion, the Committee **AGREED** that the grounds of the appeals have been substantiated and the appeals be upheld.

The meeting ended at 4.25 p.m.

**Highland Council**

**Corporate Resources Committee**

Minute of Meeting of the **Corporate Resources Committee's Appeals Committee** held in Council Headquarters, Inverness on Friday 5 April, 2019 at 10.30 a.m.

**PRESENT**

Mr B Lobban  
Ms L Munro

Mr M Reiss  
Mr C Smith

Officials in Attendance:-

Ms T Urry, Head of Roads and Transport, Community Services (Management Side)  
Mrs H Jones , HR Officer, Corporate Resources Service (Management Side)  
Mr P MacPherson, GMB (Appellant's Representative)  
The Appellant  
Mrs F Malcolm, Legal Manager, Chief Executive's Service (Adviser to the Committee)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service (Clerk to the Committee)

**Mr M Reiss in the Chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr A MacKinnon, Mr J Finlayson, Mr G MacKenzie, Dr I Cockburn and Mrs L MacDonald.

**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 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, the Appellant's Side presented their case and thereafter Ms T Urry, Head of Roads and Transport, 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 not been substantiated and that the appeal be not upheld.

The meeting ended at 11.25 am.