

Highland Council

Appeals and Disputes Committee

Minute of Meeting of the **Corporate Resources Committee's Appeals and Disputes Committee** held Remotely on Wednesday 10 March, 2021 at 9.30 a.m.

**PRESENT**

Mr M Reiss  
Mr B Thompson

Mr D Louden  
Mr R Gale

Officials in Attendance:-

Mr D Goldie, Head of Housing and Building Maintenance, Property & Housing Service (Management Side)

Ms M MacKenzie, HR Officer, Resources & Finance Service (Management Side)

Mr I Macleman, UNITE, Appellant's Representative  
The Appellant

Ms E Barrie, Interim HR Manager, Resources & Finance Service (Adviser to the Committee)

Mr A MacInnes, Administrative Assistant, Performance & Governance Service (Clerk to the Committee)

Also in Attendance:-

Mrs L McGunnigle, HR Manager, Resources & Finance Service (Observer)

**Mr M Reiss in the Chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr R Bremner, Mr L Fraser, Mr J Gray, Mr G MacKenzie and Mr P Saggars.

**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 on the Grounds of Capability under the Council's Attendance Management Procedures**

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, the Management Side presented their case to the Committee. Thereafter, the Appellant's Side presented their case.

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 and the appeal be upheld.

The meeting ended at 1.40 p.m.