

Highland Council

Appeals and Disputes Committee

Minute of Meeting of the **Corporate Resources Committee's Appeals and Disputes Committee** held Remotely on Monday 20 December, 2021 at 10.30 a.m.

PRESENT

Mr J Gray
Mr R Bremner

Mr D Mackay
Mr R Gale

Officials in Attendance:-

Ms L Denovan, Executive Chief Officer, Resources & Finance (Management Side)
Mrs H Jones, Senior HR Officer, Resources & Finance Service (Management Side)
Mr P MacPherson, GMB, Appellant's Representative
The Appellant
Ms E Barrie, Interim Head of HR, Resources & Finance Service (Adviser to the Committee)
Mr A MacInnes, Administrative Assistant, Performance & Governance Service (Clerk to the Committee)

Mr J Gray in the Chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Mr A Christie, Mr D Louden, 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 Termination of Employment

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 2.00 p.m.