

Highland Council

Appeals and Disputes Committee

Minute of Meeting of the **Corporate Resources Committee's Appeals and Disputes Committee** held in Committee Room 3, Council Headquarters, Inverness on **Friday 4 November, 2022 at 10.30 a.m.**

PRESENT

Mr M Baird
Mr B Lobban
Mr D Louden

Mr D Millar (remotely)
Mr C Munro (remotely)
Mr P Oldham

Officials in Attendance:-

Ms A Jansson, Collaborative Lead Officer, Education & Learning Service (Management Side)
Ms A MacRae, HR Officer, Resources & Finance Service (Management Side)
Mr J Frew, UNISON, Appellant's Representative
The Appellant
Mr S Fraser, Head of Corporate Governance, Performance & Governance (Adviser to the Committee)
Mr A MacInnes, Administrative Assistant, Performance & Governance Service (Clerk to the Committee)

BUSINESS

1. Appointment of Chair

Mr D Millar, seconded by Mr P Oldham, moved that Mr D Louden be appointed as Chair. There being no other nominations, Mr D Louden was duly appointed and took the Chair.

2. Apologies

Apologies for absence were intimated on behalf of Mr J Finlayson and Mr R Gale.

3. Declarations of Interest

There were no declarations of interest.

4. 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.

5. 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 Chair welcomed both parties and detailed the procedure for the Appeal Hearing.

In accordance with the Appeals Procedure, the Appellant's Side presented their case to the Committee. Thereafter, the Management Side presented their case.

Following questioning and after the Appellant's Side and Management 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 of the five points of the appeal identified in the Appellant's appeal dated 25 February 2022 four have been substantiated and the appeal be upheld. Point two was not substantiated and is not upheld.

The Committee would require that the Education and Learning Service consider carefully the outcome of the appeal and take such further action as may be appropriate.

The meeting ended at 1.10 p.m.