

## Highland Council

## Appeals and Disputes Committee

Minute of Meeting of the **Corporate Resources Committee's Appeals and Disputes Committee** held in Council Headquarters, Inverness on **Friday 19 May, 2023 at 11.00 a.m.**

**PRESENT**

Mr M Baird	Mr C Munro (remote)
Mr R Gale	Mr P Oldham
Mr D Louden	Mr R Stewart (remote)
Mr D Millar (remote)	

Officials in Attendance:-

Mr B Porter, Head of Corporate Finance & Commercialism (Management Side)  
Ms A MacRae, HR Officer, Resources & Finance Service (Management Side)  
The Appellant  
Ms E Barrie, Interim Head of People (Adviser to the Committee)  
Mr A MacInnes, Interim Senior Committee Officer, Performance & Governance Service  
(Clerk to the Committee)

**BUSINESS****Mr D Louden in the Chair****1. Apologies**

Apologies for absence were intimated on behalf of Mr J Finlayson and Mr B Lobban.

**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, 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 presented his case to the Committee, during which 2 witnesses were called and heard. Thereafter, the Management Side presented their case. During the hearing Mr C Munro gave his apologies for having to leave the meeting early and took no further part in the meeting.

Following questioning and after the Management Side and Appellant's Side had been offered the opportunity to sum 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 in part and that the appeal be upheld to the extent that the Committee considered:-

- i the timescale for the Grievance appeal process to be completed was excessive and the Committee acknowledged the stress and anxiety that this may have caused the Appellant;
- ii the Committee did not uphold the claim for salary deduction in relation to sick pay; and
- iii welcomed the Appellant's acceptance that it was over the top, at that time when he was unwell, in his reaction to staff involved in dealing with his grievance

The Appellant confirmed when asked by the Chair of the Committee at the end of the hearing that the process conducted on the day had been fair and fitted in with his needs.

The meeting ended at 5.40 p.m.