

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 **Wednesday 14 February, 2024 at 2.00 p.m.**

PRESENT

Mr M Baird	Mr S Mackie (remote) (part of meeting only)
Mr L Fraser	Mr C Munro (remote)
Mr D Louden	Mr R Gale

Officials in Attendance:-

Mr M Rodgers, Executive Chief Officer, Housing & Property (Management Side)
 Ms F Smith , Senior HR Officer, Resources & Finance (Management Side)
 The Appellant
 Mr B Ross, GMB trade union, Appellant's representative
 Mrs L McGunnigle, HR Manager (Adviser to the Committee)
 Mr A MacInnes, Senior Committee Officer, Performance & Governance (Clerk to the Committee)

BUSINESS

Mr D Louden in the Chair

1. Apologies

Apologies for absence were intimated on behalf of Mr B Lobban, Mr P Oldham and Mr R Stewart.

2. Declarations of Interest/Transparency Statement

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. Stage 3 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 to the meeting.

In accordance with the appeals procedure, the appellant's side presented their

case to the Committee, during which a witness was called and heard. Thereafter, the management side presented their case. During the hearing Mr S Mackie gave his apologies for having to leave the meeting early due to technical problems and took no further part in the meeting.

Following questioning and after the appellant's side and management side had been offered the opportunity to sum up their case, 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 the appeal be upheld to the extent that: -

- the Committee determined that they agreed with the outcomes of the stage 2 appeal by the Executive Chief Officer Housing and Property;
- in the spirit of openness and transparency, the Committee want to encourage and trust Highland Council staff to communicate with Elected Members and recommend a review of the appropriateness of sense checking and remove it as required; and
- in this specific case the Committee feel it appropriate for an immediate review for the cessation of sense checking.

The meeting ended at 4.45 p.m.