

## **Minute of Meeting Personnel Appeals and Applied Conditions of Service Appeals Panel.**

<b>Date</b>	<b>Time</b>	<b>Venue</b>
Thursday, 30 May 2019	09:30	Corporate Meeting Room 1, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

### **Present**

Councillor Jennifer Marion Adam-McGregor, Councillor Bill Brown, Councillor Jacqueline Cameron, Councillor Audrey Doig, Councillor Edward Grady, Councillor Jane Strang

### **Chair**

Councillor Adam-McGregor, Convener, presided.

### **In attendance**

K Clark, Senior HR Adviser and C MacDonald, Senior Committee Services Officer (both Finance & Resources).

### **Declarations of Interest**

There were no declarations of interest intimated prior to the commencement of the meeting.

### **EXCLUSION OF PRESS AND PUBLIC**

The Appeals Panel resolved that the press and public be excluded from the meeting during consideration of the following item of business as it was likely, in view of the nature of the business to be transacted, that if members of the press and public were present, there would be disclosure to them of exempt information as defined in paragraph 1 of Part I of Schedule 7A of the Local Government (Scotland) Act 1973.

## 1 Environment & Infrastructure Services

Consideration was given to an appeal against dismissal on the grounds of breach of the Council's Code of Conduct.

The appellant appeared together with J O'Connell, Unite the Union, in relation to the appeal. L Rennie, Operational Manager (Environment & Infrastructure Services) and E Simpson, Senior HR Adviser (Finance & Resources) represented management.

The management side presented its case to the Panel. The appellant's side and members of the Panel were afforded the opportunity to question the management side.

The Panel requested additional information in respect of the case. The appellant and the management side agreed to the additional information being introduced.

### **ADJOURNMENT**

The meeting adjourned at 10.15 am and reconvened at 10.35 am.

J O'Connell, Unite the Union, presented the appellant's case to the Panel. The management side and members of the Panel were afforded the opportunity to question the appellant's side.

Both sides summed up their cases and withdrew at 10.50 am to allow the Panel to consider the matter and reach a decision.

Both sides were then recalled at 11.45 am and advised by the Convener that the Appeals Panel had agreed that the grounds of the appeal had been substantiated in part and the appeal was upheld to the extent (a) that the appellant should be reinstated with immediate effect and return to their role within the service; (b) that the sanction be lessened to a final written warning and held on the appellant's record for 12 months; and (c) that a meeting be held between the appellant, HR and management of Environment & Infrastructure Services to ensure appropriate support was put in place

**DECIDED:** That the grounds of the appeal had been substantiated in part and the appeal was upheld to the extent (a) that the appellant should be reinstated with immediate effect and return to their role within the service; (b) that the sanction be lessened to a final written warning and held on the appellant's record for 12 months; and (c) that a meeting be held between the appellant, HR and management of Environment & Infrastructure Services to ensure appropriate support was put in place.