

Minute of Special Meeting Personnel Appeals and Applied Conditions of Service Appeals Panel.

Date	Time	Venue
Thursday, 29 August 2019	09:30	Corporate Meeting Room 1, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Present: Councillor Jennifer Adam, Councillor Bill Brown, Councillor Andy Doig, Councillor Audrey Doig, Councillor Lisa-Marie Hughes, Councillor Cathy McEwan, Councillor John McNaughtan

Chair

Councillor Adam-McGregor, Convener, presided.

In Attendance

L Mullin, Principal HR Adviser and R Devine, 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.

Finance & Resources

Consideration was given to an appeal submitted by an employee of Finance & Resources following her dismissal from the Council's employment on the grounds of lack of capability.

The appellant appeared together with J Boylan (UNISON) in relation to the appeal. A MacArthur, Head of Finance and K Clark, Principal HR Adviser (both Finance & Resources) represented management.

Following a request, it was agreed by the Panel and representatives of the management side that supplementary papers submitted on behalf of the appellant be circulated to those present.

A MacArthur presented the management case.

Adjournment

The meeting adjourned at 11.25am and resumed at 11.35am

L Dickie, Finance Manager, was called as a witness and the appellant's side and members of the Panel had an opportunity to question the witness and evidence presented.

In response to a request from the appellant's representatives the Panel and management representatives agreed to a change in the meeting procedure to allow the evidence of J McIntyre, Assistant Business Partner, one of the witnesses for the appellant, to be heard prior to the appellant's case being formally presented as he was unavailable to attend in the afternoon. Thereafter, the management side and members of the Panel had an opportunity to question the witness and evidence presented.

Adjournment

The meeting adjourned at 12.50pm and resumed at 13.30pm.

J Boylan, UNISON, presented the appellant's case and called S Hicks, Branch Officer UNISON as a witness. Thereafter, the management side and members of the Panel had an opportunity to question the witness and evidence presented.

Both sides summed up their position and then withdrew to allow the Panel to consider the matter and reach a decision.

Following discussion, it was the Panel's decision that the grounds of the appeal had not been substantiated and that the appeal was not upheld. Both parties re-entered the meeting room and were informed of the decision by the Convener.

DECIDED: That the grounds of the appeal were not substantiated and that the appeal was not upheld.

