

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

Date	Time	Venue
Thursday, 25 August 2022	09:30	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

**Present:** Councillor Carolann Davidson, Councillor Audrey Doig, Councillor Gillian Graham, Councillor John Gray, Councillor David McGonigle, Councillor Emma Rodden

### In Attendance

K Clark, Principal HR & OD Adviser, and E Gray, Senior Committee Services Officer (both Finance & Resources).

### Appointment of Chair

**DECIDED:** That Councillor Rodden chair this meeting of the Personnel Appeals and Applied Conditions of Service Appeals Panel.

### Declarations of Interest

There were no declarations of interests 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 Children's Services**

Consideration was given to an appeal submitted by an employee of Children's Services against the outcome of a grievance. The appellant appeared together with K Fella (EIS) in relation to the appeal.

J Calder, Head of Early Years & Broad General Education (Children's Services) and L Stewart, Senior HR Adviser (Finance & Resources) represented management.

The appellant and K Fella presented the appellant's case. Thereafter, the management side and members of the Panel had an opportunity to question the appellant's side and evidence presented.

J Calder presented the management's case. Thereafter, the appellant's side and members of the panel had an opportunity to question management and evidence presented.

Both sides summed up their position and, having been advised that they would be informed of the decision in writing withdrew to allow the Panel to consider the matter and reach a decision.

#### **DECIDED:**

(a) That in terms of sought resolution one that the appeal be upheld;

(b) That in terms of sought resolution two that the appeal be upheld; and

(c) That a meeting be held between the Convener of the Education & Children's Services Policy Board and the Director of Children's services to discuss the process for documenting concerns around employee performance.