

Minute of Meeting

Personnel Appeals and Applied Conditions of Service Appeals Panel

Date	Time	Venue
Thursday, 22 March 2018	09:30	Corporate Meeting Room 1, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Present: Councillor Jennifer Marion Adam-McGregor, Councillor Michelle Campbell, Councillor Audrey Doig, Councillor Emma Rodden, Councillor Jane Strang

Chair

Councillor Adam-McGregor, Convener, presided.

In Attendance

E Simpson, Senior HR Adviser and D Low, Senior Committee Services Officer (both Finance & Resources).

Apologies

Councillor John Hood and Councillor Karen Kennedy.

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 Children's Services

Consideration was given to an appeal against dismissal on the grounds of lack of capability submitted by a former Children's Services employee.

The appellant appeared together with J Boylan, UNISON in relation to the appeal.

K McDonagh, Education Officer (Children's Services) and L Foulds, 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.

ADJOURNMENT

The meeting adjourned at 12.10 pm and reconvened at 12.25 pm.

J Boylan, UNISON, 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 12.50 pm to allow the Panel to consider the matter and reach a decision.

Both sides were then recalled at 1.25 pm 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 re-employed and supported in her role within Children's Services and (b) that mediation should be encouraged to take place between the appellant and her manager within Children's Services.

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 re-employed and supported in her role within Children's Services and (b) that mediation should be encouraged to take place between the appellant and her manager within Children's Services.