

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

Date	Time	Venue
Thursday, 06 October 2022	09:30	Corporate Meeting Room 3, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Present: Councillor Stephen Burns, Councillor Jacqueline Cameron, Councillor Neill Graham, Councillor Janis McDonald, Councillor Cathy McEwan, Councillor Sam Mullin, Councillor Iain Nicolson, Councillor Andy Steel

Chair

Councillor Burns, Convener, presided.

In Attendance

E Simpson, Principal HR & OD Adviser, R Devine, Senior Committee Services Officer and D Cunningham, Assistant Committee Services Officer (all 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 submitted by an employee of Environment & Infrastructure following his dismissal from the Council's employment.

The appellant and G Cochrane (UNITE) attended in relation to the appeal. G Hannah, Infrastructure, Transportation & Change Manager (Environment & Infrastructure) and K Clark, Principal HR & OD Adviser (Finance & Resources), represented management.

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

G Hannah, Infrastructure, Transportation & Change Manager (Environment & Infrastructure) presented the management case. G Heaney, Assistant Infrastructure & Assets Manager and G Richards, Senior Health & Safety Officer were called as witnesses.

The appellant, his trade union representative and members of the Panel had an opportunity to question the management representatives, the witnesses and the evidence presented.

G Cochrane (UNITE) presented the appellant's case. Thereafter the management representatives and members of the Panel had an opportunity to question the appellant and his representative and the evidence presented.

Both sides summed up their position and then withdrew from the meeting 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-joined the meeting 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.