

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

Date	Time	Venue
Friday, 19 May 2023	09:30	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

**Present:** Councillor Fiona Airlie-Nicolson, Councillor Stephen Burns, Councillor Neill Graham, Councillor Lisa-Marie Hughes, Councillor Janis McDonald, Councillor Sam Mullin

### Chair

Councillor Burns, Convener, presided.

### In Attendance

E Simpson, Principal HR & OD Adviser, N Young, Assistant Managing Solicitor (Litigation and Advice) and P Shiach, Senior Committee Services Officer (all Finance & Resources).

### Apologies

Councillors J Cameron and McEwan.

### 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 **Communities & Housing Services**

Under reference to item 1 on the Minute of the meeting of this Panel held on 12 May 2023, the Board resumed consideration of an appeal submitted by an employee of Communities & Housing Services following dismissal from the Council's employment.

The appellant was present together with his solicitor. C Dalrymple, Head of Facilities Management & Property Services (Environment, Housing & Infrastructure); K Clark, Principal HR & OD Adviser (Finance and Resources) and C Cunning, witness, represented management.

The Head of Head of Facilities Management & Property Services and his witness, C Cunning presented the management case.

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

C MacClean, the appellant's solicitor presented the appellant's case. Thereafter the management representatives and members of the Panel had an opportunity to question the appellant 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 been substantiated in part to the extent that there was a lack of evidence to substantiate a number of the allegations against the appellant, and that the appeal was upheld.

Both parties re-joined the meeting and were informed of the decision by the Convener.

**DECIDED:** That the grounds of the appeal had been substantiated in part to the extent that there was a lack of evidence to substantiate a number of the allegations against the appellant, and that the appeal was upheld.