

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

Date	Time	Venue
Thursday, 27 August 2020	09:30	Microsoft Teams Platform,

Present

Councillor Jennifer Marion Adam-McGregor, Councillor Bill Binks, Councillor Stephen Burns, Councillor Jacqueline Cameron, Councillor Jim Paterson

Chair

Councillor Adam-McGregor, Convener, presided.

In Attendance

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

The appellant and A Scobie (UNITE) and E Scott, Facilities Manager (Hard Services) (Environment & Infrastructure) and Y MacLachlan, HR Adviser (Finance & Resources), representing management, joined the meeting.

Declarations of Interest

There were no declarations of interest intimated prior to the commencement of the meeting.

Convener's Statement

In accordance with the decision taken at the meeting of the Council held on 25 June 2020 this meeting of the Personnel Appeals & Applied Conditions of Service Panel was held remotely, using the Microsoft TEAMS platform.

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 resumed of an appeal submitted by an employee of Environment & Infrastructure following dismissal from the Council's employment.

The Minutes of the meetings of the Panel held on 23 January and 19 March 2020 had been submitted together with the procedure to be employed at the hearing.

E Scott, Facilities Manager (Hard Services) (Environment & Infrastructure) presented the management case.

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

A Scobie (UNITE) 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 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.