

**THE HIGHLAND COUNCIL  
RESOURCES COMMITTEE'S APPEALS COMMITTEE**

Minute of Meeting of the Resources  
Committee's Appeals Committee  
held in the Council Headquarters,  
Glenurquhart Road, Inverness on  
Friday, 12 December, 2008 at  
2.15 p.m.

**PRESENT:**

Mr W Fernie  
Mr D Millar  
Mrs P Munro

Officials in Attendance:-

Mr J Batchelor, Head of Personnel, Chief Executive's Service (Adviser to the  
Committee)  
Mr J Docherty, Acting General Secretary, Scottish Secondary Teachers'  
Association (SSTA) (Appellant's Representative)  
Mr D R J MacDonald, Head of Education Services (Management Side)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

**Mr W Fernie in the Chair**

**BUSINESS**

**1. APOLOGIES**

Apologies for absence were intimated on behalf of Mrs C Wilson, Mr M Rattray  
and Mrs D Mackay.

**2. EXCLUSION OF THE PUBLIC**

The Committee **RESOLVED** that under Section 50A(4) of the Local Government  
(Scotland) Act 1973 the public be excluded from the meeting for this item on the  
grounds that it involved the likely disclosure of exempt information as defined in  
Paragraph 1 of Part I of Schedule 7A of the Act.

**3. APPEAL NO. 84 – GRIEVANCE APPEAL**

There had been circulated written Statement of Case prepared by the Appellant, a  
written Statement of Case prepared by the Management Side, and a copy of the  
Appeals Hearing Procedure.

With the agreement of all parties concerned, a witness for the Management Side

was allowed to be present throughout the proceedings.

The Chairman welcomed both parties to the meeting, and in accordance with the Appeals Procedure, Mr J Docherty, Acting General Secretary, SSTA presented the Appellant's case. Thereafter, the Head of Education Services presented the Management Side's case to the Committee, during which the witness was heard.

Following questioning and after the Management Side and the Appellant's Side had summed up their respective cases, both parties withdrew to allow the Committee to deliberate in private.

Having given careful consideration to the various issues raised, the Committee **AGREED** that the grounds of the appeal had not been substantiated and that the appeal be not upheld.

The meeting ended at 4.40 p.m.