

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

Minute of Meeting of the Resources
Committee's Appeals Committee
held in the Brahan Lecture Theatre,
Highland Hospice, Inverness on
Friday 24 October, 2008 at 10.00
a.m.

PRESENT:

Mrs C Wilson
Mr W Fernie

Mrs P Munro
Mrs D Mackay

Officials in Attendance:-

Miss L Johnstone, Head of Legal and Democratic Services, Chief Executive's Service
(Adviser to the Committee)

Mr N Gillies, Director of Transport, Environmental and Community Services
(Management Side)

Ms E Barrie, Personnel Manager, Chief Executive's Service (Management Side)

Mr J Godfrey, Employment Adviser, Ross & Cromarty Citizens Advice Bureau
(Appellant's Representative)

Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mrs C Wilson in the Chair

1. 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.

2. Appeal No. 77 – Grievance Appeal

It was recalled that it had been agreed to adjourn Appeal No. 77 held on 26 September, 2008 to allow the Appellant to continue questioning a witness and to conclude presenting her case.

The Chairman welcomed both parties to the meeting and in accordance with the Appeals Procedure, the Appellant proceeded to present her case to the Committee, during which a witness was called and heard. Thereafter, the Director of Transport, Environmental and Community Services presented the Management Side's case.

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 the appeal be not upheld.

It was also confirmed that the Head of Personnel would be asked to remind the trade unions of the Council's Policy on "Time off for Trade Union Duties and Activities" specifically in relation to the need to have appropriate trade union representation in employee grievances.

The meeting ended at 3.40 p.m.