

**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, 27 March, 2009 at 10.30a.m.

PRESENT:

Mrs C Wilson
Mr W Fernie
Mrs D Mackay
Mrs P Munro

Officials in Attendance:-

Mr J Batchelor, Head of Personnel, Chief Executive's Service (Adviser to the
Committee)
Ms M Morris, Assistant Chief Executive (Management Side)
Ms E Barrie, Personnel Manager, Chief Executive's Service (Management
Side)
Mr B Crabtree, Regional Officer, GMB, (Appellant's Representative)
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mrs C Wilson in the Chair

BUSINESS

1. APOLOGIES

Apologies for absence were intimated on behalf of Mr M Rattray and Mr D Millar.

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. 91 – GRIEVANCE APPEAL

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

The Chairman welcomed both parties to the meeting, and in accordance with the Appeals Procedure, the Appellant's Side presented their case. Thereafter, the Assistant Chief Executive presented the Management Side's case to the Committee, during which a witness was called and 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 been substantiated in part and that the appeal be upheld to the extent that the offer of compensation should be based on the full acting up payment for the period 4 January, 2005 to 14 April, 2008 (less normal deductions for tax, national insurance and superannuation).

The meeting ended at 12.10 p.m.

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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, 27 March, 2009 at
12.20 p.m.

PRESENT:

Mrs C Wilson
Mr W Fernie
Mrs D Mackay
Mrs P Munro

Officials in Attendance:-

Mr S Fraser, Legal Manager, Chief Executive's Service (Adviser to the
Committee)
Mr J Batchelor, Head of Personnel, Chief Executive's Service (Management
Side)
Mr B Crabtree, Regional Officer, GMB, (Appellants' Representative)
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mrs C Wilson in the Chair

BUSINESS

1. APOLOGIES

Apologies for absence were intimated on behalf of Mr M Rattray and Mr D Millar.

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. 92 – GRIEVANCE APPEAL

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

The Chairman welcomed both parties to the meeting, and in accordance with the Appeals Procedure, Mr B Crabtree, Regional Officer, GMB, presented the Appellants' case. Thereafter, the Head of Personnel presented the Management Side's case to the Committee.

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 12.30 p.m.