

**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, 13 February, 2009 at  
10.30 a.m.

**PRESENT:**

Mr M Rattray  
Mr W Fernie  
Mr D Millar  
Mrs D Mackay

Officials in Attendance:-

Mr S Fraser, Legal Manager, Chief Executive's Service (Adviser to the  
Committee)  
Mr R MacKenzie, Head of Support Services, Education, Culture & Sport Service  
(Management Side)  
Mrs A Gillespie, Personnel Adviser, Chief Executive's Service ( Management  
Side)  
Ms L MacKay, Unison, (Appellant's Representative)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

**Mr M Rattray in the Chair**

**BUSINESS**

**1. APOLOGIES**

Apologies for absence were intimated on behalf of Mrs C Wilson and Mrs P  
Munro.

**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. 89 – 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, Ms L MacKay, Unison presented the Appellant's case. Thereafter, the Head of Support Services, Education, Culture & Sport, 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 not been substantiated and that the appeal be not upheld.

The meeting ended at 12.20 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, 13 February, 2009 at  
1.30 p.m.

**PRESENT:**

Mr M Rattray  
Mr W Fernie  
Mr D Millar  
Mrs D Mackay

Officials in Attendance:-

Mr S Fraser, Legal Manager, Chief Executive's Service (Adviser to the  
Committee)  
Mr R MacKenzie, Head of Support Services, Education, Culture & Sport Service  
(Management Side)  
Mrs P Lemon, Area Personnel Adviser, Chief Executive's Service ( Management  
Side)  
Mr B Crabtree, Regional Officer, GMB, (Appellant's Representative)  
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

**Mr M Rattray in the Chair**

**BUSINESS**

**1. APOLOGIES**

Apologies for absence were intimated on behalf of Mrs C Wilson and Mrs P  
Munro.

**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. 90 – 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, Mr B Crabtree, Regional Officer, GMB presented the Appellant's case. Thereafter, the Head of Support Services, Education, Culture & Sport, presented the Management Side's case to the Committee.

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 2.10 p.m.