

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

Minute of Meeting of the Resources  
Committee's Appeals Committee  
held in Council Headquarters,  
Glenurquhart Road, Inverness on  
Friday 10 October 2008 at 10.30  
a.m.

**PRESENT:**

Mrs C Wilson  
Mr M Rattray  
Mr W Fernie

Mr A M Millar  
Mrs D Mackay

Officials in Attendance:-

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

Mr I Murray, Head of Community Learning & Leisure, Education, Culture & Sport

Mr G McPhee, Personnel Adviser, Chief Executive's Service

Mr B Crabtree, Regional Officer, GMB (Appellant's Representative)

Ms R Patience, Unison (Appellant's Representative)

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

**Mrs C Wilson in the Chair**

**1. Apologies**

An apology for absence was intimated on behalf of 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 Nos. 78 & 79 – Redundancy Appeals**

There had been circulated written Statement of Cases prepared by the Appellants' Side, written Statement of Cases 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 Appellants presented their case to the Committee, during which two witnesses were called and heard. Thereafter, the Head of Community Learning & Leisure presented the Management Side's case.

After the Management Side and the Appellants' 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 appeals had not been substantiated and the appeals be not upheld.

The meeting ended at 12.50 p.m.

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

Minute of Meeting of the Resources  
Committee's Appeals Committee  
held in Council Headquarters,  
Glenurquhart Road, Inverness on  
Friday 10 October, 2008 at  
2.00 p.m.

**PRESENT:**

Mrs C Wilson  
Mr M Rattray

Mr W Fernie  
Mrs D Mackay

Officials in Attendance:-

Miss L Johnstone, Head of Legal and Democratic Services (Adviser to the Committee)  
Mr D Goldie, Head of Housing, Housing and Property Service (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**

**1. Apologies**

An apology for absence was intimated on behalf of 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. 75 – Grievance Appeal (Continuation)**

It was recalled that Appeal No. 75 held on 1 August, 2008 had been adjourned in order that further information could be provided.

In this connection, there had been circulated:

- i Minute of Meeting of the Appeals Committee meeting held on 1 August, 2008, the terms of which were **APPROVED**; and
- ii an additional statement of case on behalf of the Management Side.

There had also been tabled further supporting evidence prepared by the

Appellant's Side.

The Chairman welcomed both parties to the meeting. The Head of Housing presented the additional findings requested by the Committee, following which the Appellant's Side gave their response to the findings.

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.

The meeting ended at 2.35 p.m.