

**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 22 August 2008 at 10.30 a.m.

**PRESENT:**

Mrs C Wilson  
Mrs D Mackay  
Mrs P Munro

Officials in Attendance:-

Mrs F Malcolm, Solicitor, Chief Executive's Service (Adviser to the Committee)  
Ms K Birch, Area Children's Service Manager, Social Work Service  
Mrs P Lemon, Area Personnel Adviser, Chief Executive's Service  
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**

Apologies for absence were intimated on behalf of Mr M Rattray (OCB), Mr W Fernie (OCB) and Mr A M Millar (OCB).

**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. 76 – Grievance Appeal**

There had been circulated written Statement of Case prepared by the Management Side, a written Statement of Case prepared by the Appellant's Representative, 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 presented his case to the Committee. Thereafter, the Area Children's Service Manager presented the Management Side's case, during which one witness was called and heard.

After the Appellant's Side and the Management Side had summed up their

respective cases, both parties withdrew to allow the Committee to deliberate in private, excepting both parties being recalled briefly in order for the Committee to clarify matters with Appellant.

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 12.15 p.m.