

**Highland Council**

**Resources Committee**

Minute of Meeting of the **Resources Committee's Appeals Committee** held in Committee Room 2, Council Headquarters, Inverness on Thursday 24 November 2016 at 2.00 p.m.

**PRESENT**

Mr A Mackinnon  
Mr F Parr  
Mr G Rimell

Officials in Attendance:-

Mr B Porter, Head of Resources, Care and Learning Service (Management Side)  
Mrs B Johnstone, HR Business Partner, Corporate Development Service (Management Side)  
Mr L Crowe, Volunteer Adviser, Caithness Citizen's Advice Bureau (Appellant's representative)  
Ms E Barrie, HR Manager, Corporate Development Service (Adviser to the Committee)  
Mr A MacInnes, Administrative Assistant, Corporate Development Service (Clerk to the Committee)

**Mr A Mackinnon in the Chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr B Fernie, Dr D Alston, Mr B Lobban, Mrs M Smith, Mr D Millar and Mrs F Robertson.

**2. Declarations of Interest**

There were no declarations of interest.

**3. 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.

**4. Appeal Against Dismissal**

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

The Chairman welcomed both parties to the Hearing.

In accordance with the Appeals Procedure, Mr B Porter, Head of Resources, presented the Management Side case during which two witnesses were called and heard. Thereafter, Mr L Crowe, presented the Appellant's Side 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 and the appeal be upheld. The Appellant was therefore reinstated.

The meeting ended at 5.25 p.m.