

Highland Council

Appeals and Disputes Committee

Minute of Meeting of the **Corporate Resources Committee's Appeals and Disputes Committee** held in Council Headquarters, Inverness on **Friday 3 February 2023 at 11.30 a.m.**

**PRESENT**

Mr M Baird  
Mr R Gale  
Mr B Lobban

Mr D Louden  
Mr P Oldham

Officials in Attendance:-

Mrs K Lackie, Interim Chief Executive (Management Side)  
Mrs H Jones, Senior HR Officer, Resources & Finance Service (Management Side)  
The Appellant  
Notetaker for the Appellant  
Mrs L McGunnigle, HR Manager (Adviser to the Committee)  
Mr A MacInnes, Committee Officer, Performance & Governance Service (Clerk to the Committee)

**BUSINESS**

**Mr D Louden in the Chair**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr C Munro and Mr S Mackie.

**2. Declarations of Interest**

There were no declarations of interest.

**4. 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.

**5. Grievance Appeal**

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

The Chair welcomed both parties and detailed the procedure for the Appeal Hearing.

In accordance with the Appeals Procedure, the Appellant presented his case to the Committee, during which a witness was called and heard. Thereafter, the Management Side presented their case.

Following questioning and after the Appellant's Side and Management Side had been offered the opportunity to sum 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 Committee determined that The Highland Council at their meeting held on 22 September 2022 had made a competent decision in the application of the UK Government's Bank Holiday on 19 September 2022 for the funeral of Her Majesty Queen Elizabeth. All Highland Council employees were treated consistently in this application regardless if they were full time or part time. Consideration was also given to the specific legislation and relevant case law pertaining to this grievance.

The meeting ended at 1.20 p.m.