

**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 Wednesday 10 April 2024 at 2.00pm.

**PRESENT**

Mr M Baird  
Mr J Bruce  
Mrs M Cockburn  
Mr D Fraser

Mr R Gale  
Mr D Louden  
Mr S Mackie  
Mr P Oldham

Officials in Attendance: -

Ms M Morrison, Strategic Lead, Early Intervention & Prevention (Management Side)  
Ms A MacRae, HR Officer, Resources & Finance (Management Side)  
The Appellant  
Ms C A Stewart, GMB trade union, Appellant's representative  
Mr S Fraser, Head of Legal & Governance (Adviser to the Committee)  
Mrs L Dunn, Joint Democratic Services Manager, Performance & Governance (Clerk to the Committee)  
Mr M Nixon, Committee Officer, Performance & Governance

**BUSINESS**

**Mr D Louden in the Chair**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr B Lobban and Mr C Munro.

**2. Declarations of Interest/Transparency Statement**

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 appellant's side, 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 management side presented their case. Thereafter, the appellant's side presented their case to the Committee.

Following questioning and after the appellant's side and management side had been offered the opportunity to sum up their case, 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 meeting ended at 3.55pm.