

**The 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 **Monday 16 June 2025 at 9.30 a.m.**

PRESENT

Mr A Baxter
Mr R Gale
Mr B Lobban

Mr D Louden
Mr P Oldham
Mrs M Reid

Officials in Attendance:-

Ms T Urry, Head of Roads & Infrastructure, Place Service (Management Side)
Ms F Smith, Senior HR Officer, Corporate Service (Management Side)
The Appellant (remotely via Microsoft Teams)
Mrs L McGunnigle, HR Manager (Adviser to the Committee)
Mr A MacInnes, Senior Committee Officer, Democratic Services (Clerk to the Committee)

BUSINESS

Mr D Louden in the Chair

1. Apologies

Apologies for absence were intimated on behalf of Mr K Gowans, Mr M Green, Mr S Mackie, Mr A Jarvie.

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 Management side, a written statement of case prepared by the Appellant 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, during which 3 witnesses were called and heard. Thereafter, the Appellant presented their case to the Committee.

Following questioning and after the Management side and Appellant 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 not been substantiated and the appeal be not upheld.

The meeting ended at 1.55 p.m.