

**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 **Thursday 11 September, 2025 at 9.30 a.m.**

PRESENT

Mr D Millar
Mr P Oldham
Mr M Reiss

Officials in Attendance:-

Ms A Jansson, Area Quality & Improvement Manager (Management Side)
Ms A Macrae, HR Officer (Management Side)
The Appellant
Ms G Shaw, Appellant's Representative
Ms J Sikkema, Senior HR Business Partner (Adviser to the Committee)
Mr A MacInnes, Senior Committee Officer, Democratic Services (Clerk to the Committee)

BUSINESS

1. Appointment of Chair

Nominations were invited for the post of Chair of the Committee.

Mr P Oldham was nominated by Mr M Reiss and this was seconded by Mr D Millar.

There being no further nominations, Mr P Oldham was appointed Chair of the Committee.

2. Apologies

Apologies for absence were intimated on behalf of Mr R Gale, Mr J Finlayson, Mr A Jarvie, Mr B Lobban, Mr G Mackenzie and Mrs M Reid.

3. Declarations of Interest/Transparency Statement

There were no declarations of interest/transparent statements.

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. Appeal Against Disciplinary Outcome

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 Chair welcomed both parties and referred to the procedure for the Appeal Hearing.

In accordance with the appeals procedure, the Management side presented their case, during which a witness was called and heard. 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 not been substantiated and the appeal be not upheld.

The meeting ended at 11.30 a.m.