

**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, 23 February 2026 at 10.30am.**

PRESENT

Mr R Gale
Mr B Lobban

Mr P Oldham
Ms M Reid

Officials in Attendance:-

Ms A Clark, Chief Officer Housing and Communities (Management Side)
Ms L MacKenzie, HR Officer (Management Side)
The Appellant
Mr A Murdock, GMB Organising Assistant, Highlands & Islands, Appellant's Representative
Ms L McGunnigle, HR Manager (Adviser to the Committee)
Mr A MacInnes, Senior Committee Officer, Democratic Services (Clerk to the Committee)

Mr P Oldham in the chair

BUSINESS

1. Apologies

Apologies for absence were intimated on behalf of Mr G MacKenzie, Mr H Morrison and Mr M Reiss.

2. Declarations of Interest/Transparency Statement

There were no declarations of interest/transparency statements.

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

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

The meeting ended at 12.40p.m.