

**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 **Wednesday, 29 April 2026 at 10.30am.**

**PRESENT**

Mr R Gale	Mr D McDonald
Mr B Lobban	Mr P Oldham
Ms M MacCallum	Ms M Reid
Mrs I MacKenzie	

Officials in Attendance:-

Ms J Park, Strategic Lead, Child Health (Management Side)  
Ms H Malcolm, HR Officer (Management Side)  
The Appellants  
Mr D Waplington, NASUWT, Appellant's Representative  
Mr D Thompson, EIS, Appellant's Representative  
Ms L McGunnigle, HR Manager (Adviser to the Committee)  
Mr A MacInnes, Senior Committee Officer, Democratic Services (Clerk to the Committee)  
Mrs G MacPherson, Senior Committee Officer, Democratic Services

**Mr P Oldham in the chair**

**BUSINESS**

**1. Apologies**

Apologies for absence were intimated on behalf of Mr J Finlayson, Mrs J Hendry and Mr D Millar.

**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. Stage 3 Grievance Appeal**

There had been circulated a written statement of case prepared by the Management side, a written statement of case prepared by the Appellants' 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 Appellants' side presented their case. Thereafter, the Management side presented their case to the Committee, during which a witness was called and heard.

Following questioning and after the Appellants' 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 been substantiated and the appeal be upheld.

The Committee determined that the Appellants be matched into the posts detailed in the appeal without further recruitment proceedings. Further, the Assistant Chief Executive, People is asked to review processes arising from this appeal and consider a transparent recording of related processes.

The meeting ended at 2.00 p.m.