

APPEALS PANEL

Minutes of meeting held in Committee Room 2, Council Offices, Almada Street, Hamilton on 16 April 2024

Chair:

Councillor Walter Brogan

Councillors Present:

Councillor Ralph Barker, Councillor Geri Gray

Attending:

Finance and Corporate Resources

E Maxwell, Personnel Adviser; E-A McGonigle, Administration Officer

1 Declaration of Interests

No interests were declared.

2 Urgent Business

There were no items of urgent business.

3 Exclusion of Press and Public

The Panel decided:

that, in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, the press and public be excluded from the meeting for the next item of business on the grounds that it was likely that there would be disclosure of exempt information in terms of Paragraph 1 of Part I of Schedule 7A of the Act.

4 Appeal Against Dismissal

The Panel considered an appeal (Ref 2/24) by an employee against their dismissal.

The appellant was present and represented by a trade union representative. The Council was represented by a Personnel Adviser. The Council and the appellant's representative called witnesses. The appellant's representative called the appellant. All parties were heard in relation to the appeal and then withdrew from the meeting.

The Panel decided:

that the grounds of the appeal had been substantiated in part and the appeal be upheld to the extent that:-

- ◆ the dismissal be replaced by a period of unpaid absence from the date of dismissal until 16 April 2024
- ◆ the appellant be issued with a final written warning
- ◆ the appellant be demoted to an appropriate post, determined by the Resource, with no supervisory responsibility