

## APPEALS PANEL

Minutes of meeting held via Microsoft Teams on 17 December 2020

**Chair:**

Councillor Collette Stevenson

**Councillors Present:**

Councillor Alex Allison, Councillor Isobel Dorman

**Attending:**

**Finance and Corporate Resources**

E Maxwell, Human Resources Business Partner; H Tennant, Administration Officer

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### 1 Declaration of Interests

No interests were declared.

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### 2 Urgent Business

There were no items of urgent business.

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### 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.

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### 4 Appeal Against Dismissal

The Panel considered an appeal (Ref 6/20) by an employee against her dismissal.

The appellant was present, and represented herself, with assistance from a colleague. The Council was represented by a Personnel Adviser. The Council called a witness. 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 grounds of dismissal be amended from gross misconduct to contractual dismissal for some other substantial reason
- ◆ the appellant to receive 12 weeks' pay in lieu of notice
- ◆ the appellant to be provided with a factual employment reference