

## APPEALS PANEL

Minutes of meeting held via Microsoft Teams on 27 April 2021

**Chair:**

Councillor Graeme Horne

**Councillors Present:**

Councillor Jim McGuigan, Councillor Eileen Logan

**Attending:**

**Finance and Corporate Resources**

S McLeod, Administration Officer; E Maxwell, Personnel Adviser

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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

<b>The Panel decided:</b>	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 1/21) by an employee against their dismissal.

The appellant was present and represented by U Joe-Adigwe of GMB. The Council was represented by a Personnel Adviser. The Council called a witness and the appellant's representative called the appellant. All parties were heard in relation to the appeal and then withdrew from the meeting.

<b>The Panel decided:</b>	<p>that the grounds of the appeal had been substantiated in part and the appeal be upheld to the extent that:-</p> <ul style="list-style-type: none"><li>◆ the dismissal be replaced by a period of unpaid absence from the date of dismissal until 26 April 2021</li><li>◆ the appellant be issued with a final written warning</li><li>◆ the final written warning be subject to the completion of an appropriate assistance programme</li></ul>
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