APPEALS PANEL

Minutes of meeting held via Microsoft Teams on 28 May 2021

Chair:
Councillor Gladys Miller

Councillors Present:
Councillor Alex Allison, Councillor Jim McGuigan

Attending:
Finance and Corporate Resources
S McLeod, Administration Officer; G Robertson, Personnel Adviser

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 2/21) by an employee against their dismissal.

The appellant was present and represented by a trade union representative. The Council was represented by a Human Resources Business Partner. 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.

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

- the appellant be issued with a final written warning and demoted with effect from the date of dismissal
- a period of unpaid suspension be applied from the date of dismissal until 28 May 2021