

MINUTE
of
APPEALS COMMITTEE

Minute of Meeting held at 10.00am in the Committee Room, Council Headquarters, Giffnock on 22 January 2020.

Present:

Councillor Angela Convery (Chair)
Councillor Barbara Grant

Councillor Annette Ireland

Councillor Convery in the Chair

Attending:

Jo Loudon, HR Business Partner; Siobhan Wilson, Solicitor; and Paul O'Neil, Committee Services Officer.

Apologies:

Councillors Betty Cunningham (Vice Chair) and Stewart Miller.

DECLARATIONS OF INTEREST

1159. There were no declarations of interest intimated.

Resolution to Exclude Press and Public

At this point in the meeting, on the motion of the Chair, the committee unanimously resolved that in accordance with the provisions of Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the press and public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A to the Act.

DISMISSAL APPEAL – ENVIRONMENT DEPARTMENT – 5/2019

1160. The appellant appeared, accompanied by his union representative, Mr Wilson, Unison, in connection with his appeal.

Mr Andy Corry, Head of Environment (Operations) and Mrs Claire Shaw, HR Business Partner, appeared on behalf of management.

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Prior to the committee giving consideration to the appeal, it was agreed to have a short adjournment to allow the committee to receive advice from the legal adviser in respect of the appeal.

At this stage, both parties withdrew from the meeting.

Both parties were then recalled and were advised by the Chair that the committee had agreed to give consideration to an amended witness statement which had not been included in the agenda papers. Copies of the document were then tabled.

Both parties made their submissions to the committee and were heard in answer to questions on their submissions, during which Mr John Buchanan, Operations Manager, entered the meeting as a witness for management and Ms Michelle Thomson, Neighbourhood Services Support Manager, entered the meeting as a witness for the appellant. Both Mr Buchanan and Ms Thomson were heard in response to questions from both parties and Elected Members, following which both parties withdrew from the meeting.

Following consideration, both parties were recalled and advised by the Chair that the committee had agreed that the grounds of the appeal had been substantiated in part and that the appeal was upheld to the extent that the dismissal be commuted to a Final Written Warning.

CHAIR