

**MINUTE**  
**of**  
**APPEALS COMMITTEE**

**Minute of virtual meeting held at 10.00am on 9 December 2020.**

**Present:**

Councillor Angela Convery (Chair)	Councillor Annette Ireland
Councillor Betty Cunningham (Vice Chair)	Councillor Stewart Miller
Councillor Barbara Grant	

Councillor Convery in the Chair

**Attending:**

Saima Nevin, HR Business Partner; Katherine Robb, Senior Solicitor; Eamonn Daly, Democratic Services Manager and Liona Allison Assistant Committee Services Officer.

**DECLARATIONS OF INTEREST**

**1467.** 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.

**DEMOTION APPEAL – HEALTH AND SOCIAL CARE PARTNERSHIP– 1/2020**

**1468.** The appellant appeared, accompanied by her union representative, Ms Rankin, Unison, in connection with her appeal.

Kate Rocks, Head of Public Protection and Children’s Services (Chief Social Work Officer) and Lisa Gregson, HR Business Partner, appeared on behalf of management.

Both parties made their submissions to the committee and were heard in answer to questions on their submissions, during which Marie Clare Armstrong (Disciplining Officer) and Gayle Smart (Care at Home Manager) entered the meeting as witnesses for management. Ms Armstrong and Ms Smart were heard in response to questions from both parties and Elected Members.

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Thereafter both parties withdrew from the meeting.

Following consideration, both parties were recalled and advised by the Chair that the committee had agreed to uphold the decision to issue a Final Written Warning but to overturn the decision to demote the appellant, and that arrangements should be made to reinstate the appellant including the provision of appropriate training and support.

CHAIR