

MINUTE of MEETING of the EMPLOYEE APPEALS COMMITTEE (PRIVATE) of WEST LoTHIAN COUNCIL held within COUNCIL CHAMBERS, WEST LoTHIAN CIVIC CENTRE, on 27 NOVEMBER 2014.

Present – Councillors George Paul (Chair), Tony Boyle, Tom Conn, Anne McMillan, John Muir and Myra MacPherson, Education Appointed Representative

Apologies – Councillors Frank Anderson, Harry Cartmill

1. DECLARATIONS OF INTEREST

There were no declarations of interest made.

2. MINUTES

- a) The committee confirmed the Minute of its meeting held on Friday 3 October 2014 as a correct record.
- b) The committee confirmed the Minute of its meeting held on 7 November 2014 as a correct record.

3. PRIVATE SESSION

The committee resolved in terms of Paragraph 1 of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973, that the remaining items of business be taken in private.

4. EMPLOYEE APPEAL

The committee was invited to consider an appeal by an employee from Education Services against a management decision to refuse an application for a career break.

The appellant was present and was accompanied by her representative John Mackinnon (EIS). The appellant did not call any witnesses.

The management was represented by James Cameron (Head of Schools with Education Support) and Gillian Cairney (HR Advisor). The management did not call any witnesses.

The committee heard the appellant and representative speak in relation to the appeal.

The management were given the opportunity to question the appellant and representative.

The committee members were given the opportunity to question the appellant and representative

The committee heard the management speak in relation to the appeal.

The appellant and representative were given the opportunity to question the management.

The committee members were given the opportunity to question the management.

Finally, each side summed up before their case.

All parties then left the room to allow the committee to consider its decision in private.

After reaching its decision, the parties returned to hear the decision from the Chair.

Decision

That the appeal should be refused and that the decision to refuse the request for a career break should stand.