

MINUTE of MEETING of the EMPLOYEE APPEALS COMMITTEE (PRIVATE) of WEST LoTHIAN COUNCIL held within COUNCIL CHAMBERS, WEST LoTHIAN CIVIC CENTRE, on 7 APRIL 2017.

Present – Councillors John McGinty (Chair), Frank Anderson, Tony Boyle, Anne McMillan, John Muir, George Paul

Apologies – Councillor Cathy Muldoon

1. DECLARATIONS OF INTEREST

Councillor Frank Anderson declared a non-financial interest in that he was a member of the PCS union.

2. MINUTE

The committee confirmed the Minute of its meeting held on 24 March 2017 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. CONSIDERATION OF APPEAL

Introductions were made by all parties and the Clerk explained the procedure that would be followed.

The committee was invited to consider an appeal by a former employee of Social Policy under the Council's Disciplinary Procedure.

The management was represented by the Senior Manager Assessment and Prevention and a Senior HR Advisor. The management called three witnesses.

The appellant was present and represented by a family member. The appellant did not call any witnesses.

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

The appellant and her representative were given an opportunity to question the management and witnesses in turn.

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Finally, each side summed up the merits of the case.

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

The committee called all parties back to the room for clarification of a particular point.

All parties then left to allow the committee to conclude its deliberation in private.

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

Decision

The committee found that the grounds of the appeal were not substantiated and the appeal was therefore not upheld.