

MINUTE of MEETING of the EMPLOYEE APPEALS COMMITTEE (PRIVATE) held within MS TEAMS MEETING ROOM, on 28 MAY 2021.

Present – Councillors George Paul (Chair), Peter Heggie, Damian Doran-Timson, Andrew McGuire and Cathy Muldoon (substituting for Councillor Angela Doran-Timson)

Apologies – Councillor Angela Doran-Timson

1 DECLARATIONS OF INTEREST

Councillor Cathy Muldoon declared an interest in that her son was an employee of the Advice Shop. After receiving legal advice, she indicated that she would participate in the meeting.

Councillor Andrew McGuire declared an interest as a member of Unison. As his interest was remote, he would participate in the meeting.

2 MINUTES

- a The committee confirmed the minute of its meeting held on 19 February 2021.
- b The committee confirmed the minute of its meeting held on 26 March 2021.

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 Chair explained the procedure that would be followed.

The committee was invited to consider an appeal by an employee under the Procedure for Hearing Employee Grievances.

The management was represented by Donald Forrest, Head of Finance and Property Services, who was accompanied by Alison Egan, Senior HR Adviser. The management called three witnesses.

The appellant was present and accompanied by her trade union representative. The appellant did not call any witnesses.

Parties agreed that witnesses would be excluded from the proceedings until called.

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

The management was given the opportunity to question the appellant and her representative.

The committee then had the opportunity to question the appellant and her representative.

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

The appellant and her representative were then given the opportunity to question the management and their witnesses.

The committee then had an opportunity to question the management and their witnesses.

The management were given an opportunity to re-examine their witnesses after they had answered questions from the appellant, her representative and committee.

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

All parties then left the meeting to allow the committee to deliberate in private.

After reaching its decision, all parties returned to hear the decision of the committee.

Decision

The committee found that the grounds of the grievance had not been substantiated and therefore the appeal was not upheld.