

**APPEALS PANEL.**

Minutes of meeting in County Buildings, Wellington Square, Ayr,  
on 8th December 2011 at 10.00 a.m.

Present: Councillors John Allan (Chair), Brian Connolly and Sandra Goldie.

Apologies: Councillors John Hampton, Mike Peddie and Winifred Sloan.

Attending: S. O'Neill, Solicitor; P. Gray, HR Adviser; and A. Gibson, Committee Administrative Officer.

**1. Exclusion of Press and Public.**

The Panel resolved, in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973, that the press and public be excluded for the following item of business on the agenda, on the grounds that it involved the likely disclosure of exempt information in terms of paragraph 1 of Part 1 of Schedule 7(A) of the Act.

**2. Grievance.**

The appellant, an employee of the Directorate of Development and Environment, was in attendance and accompanied by N. Feggans, Unison. J. Gribben, HR Manager, represented the Council.

The Panel heard both parties fully on the case, including evidence from a witness called by the Management representative and, after questions, both parties withdrew.

**Decided:** having heard and considered carefully all the documents and evidence presented, to unanimously agree that the grounds of the grievance had been substantiated in part and the appeal was upheld in part.

Thereafter, both parties were re-admitted to the meeting and advised of the Panel's decision.

The meeting ended at 12.55 p.m.