

**APPEALS PANEL.**

Minutes of meeting in County Buildings, Wellington Square, Ayr,  
on 16th November 2012 at 10.30 a.m.

- Present: Councillors Ian Cavana (Chair), John Allan and Ann Galbraith.
- Apologies: Councillors Brian Connolly, Sandra Goldie and John Hampton.
- Attending: K. Briggs, Legal and Licensing Manager; J. Dunne, HR Manager; and J. McClure, Committee Services 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 Development and Environment Directorate, was in attendance and represented by J. Kerr, Unison. K. Dalrymple, Neighbourhood Services Manager, represented the Council and was accompanied by J. Gribben, HR Manager.

The Panel heard both parties on the case and, after questions, the parties withdrew to have further negotiations and attempt to come to a mutual agreement without further intervention from the Appeals Panel.

Upon reconvening, the parties advised that a mutual agreement could not be reached and, therefore, the Panel was required to make a decision on the grievance. The hearing then resumed.

**Decided:** having heard and considered carefully all the documents and evidence presented, to unanimously agree that the grounds of the appeal had not been substantiated and, therefore, the appeal was not upheld.

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

The meeting ended at 12.10 p.m.