

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 27 February 2020 at 2.00 p.m.

Present: Councillors Ian Cavana (Chair), Laura Brennan-Whitefield, Brian Connolly and Margaret Toner.

Apologies: Councillors Iain Campbell and Derek McCabe.

Attending: C. McMenamain, Co-ordinator (Legal Services); J. Dunne, Service Lead - HR Policy and Operations; and E. Wyllie, 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. Declarations of Interest.

There were no declarations of interest by Members of the Panel in terms of Standing Order No. 17 and the Councillors' Code of Conduct.

3. Minutes of previous meeting.

The minutes of 13 November 2019 (issued) were submitted and approved.

The Trade Union representative, the Appellant and the Management Representative joined the meeting at this point.

4. Grievance.

The appellant, an employee of the Health and Social Care Partnership was in attendance and represented by R. Gillan, Unison. Tim Eltringham, Director – Health and Social Care Partnership represented management.

The Panel heard both parties fully on the case including one witness called by the appellant's side and, after questions, both parties withdrew.

Having heard and considered carefully all the documents and evidence presented and the witness called by the appellant's side, the Panel

Decided: that the appeal was partially upheld in that the Panel finds the grievance process to have been flawed. The Appellant will receive a written acknowledgement of this from the Director. In light of the issues raised, HR will review the grievance policy in conjunction with trade unions.

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

The meeting ended at 3.40 p.m.