

## **APPEALS PANEL.**

Minutes of meeting in County Buildings, Wellington Square, Ayr,  
on 16th January 2015 at 10.00 a.m.

- Present: Councillors Ian Cavana (Chair), Brian Connolly, Ann Galbraith and Sandra Goldie.
- Apologies: Councillors John Allan and John Hampton.
- Attending: C. McMenamin, Co-ordinator, Legal Services; J. Dunne, HR Manager; (HR Policy and Operations); 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. 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 2nd December 2014 (issued) were submitted and approved.

### **4. Appeal Against Dismissal.**

The appellant, an employee of the Economy, Neighbourhood and Environment Directorate, was in attendance and represented by J. Winter, Unite. K. Dalrymple, Neighbourhood Services Manager, represented the Council.

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

Having heard and considered carefully all the documents and evidence presented, along with the appellant's full disciplinary history and, having decided that Management's decision to dismiss was reasonable, the Panel

**Decided:** 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 11.05 a.m.