

**MINUTES of MEETING of APPEALS COMMITTEE held BY SKYPE  
on FRIDAY, 11 DECEMBER 2020**

**Present:** Councillor David Kinniburgh (Chair)

Councillor Audrey Forrest                      Councillor Roderick McCuish  
Councillor George Freeman

**Attending:** Tricia O'Neill, Governance Manager  
Stuart McLean, Committee Manager  
Jayne Lawrence-Wynch, Local Area Manager  
Seona Laird, HR Service Centre Team Leader  
Appellant  
Appellant's Representative

**1. APOLOGIES FOR ABSENCE**

Apologies for absence were intimated on behalf of Councillor Jean Moffat.

**2. DECLARATIONS OF INTEREST**

There were no declarations of interest intimated.

The Council resolved in terms of section 50(A)(4) of the Local Government (Scotland) Act 1973 to exclude the press and public for the following item of business on the grounds that it was likely to involve the disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 7A to the Local Government (Scotland) Act 1973.

**3. CONSIDER APPEAL AGAINST GRIEVANCE**

The Chair advised that in terms of the Grievance Procedure the Committee would only be in a position to consider those matters which had already been considered in the course of the grievance process and would not consider any new items of those which had been considered as part of a separate process.

The Committee gave consideration to submitted evidence on behalf of the Appellant and the Employer in regard to the case for appeal against grievance.

When asked, both parties confirmed that they had received a fair hearing.

**Decision**

The Appeals Committee resolved that the grounds of the appeal have been substantiated in part and the appeal be partially upheld.