

**MINUTES of MEETING of APPEALS COMMITTEE held in the COUNCIL CHAMBER, KILMORY,  
LOCHGILPHEAD  
on TUESDAY, 3 AUGUST 2010**

**Present:** Councillor Donald MacMillan (Chair)

Councillor Rory Colville  
Councillor Neil McKay

Councillor David Kinniburgh

**Attending:** Alison Younger, Governance and Law  
Jim Robb, Head of Adult Care  
Tom Kerr, Community Services  
Jane Fowler, Head of Improvement and HR  
Appellant  
Appellants Representative

**1. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**2. DECLARATIONS OF INTEREST (IF ANY)**

There were no declarations of interest.

The Committee resolved in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973 to exclude the 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 FINAL WRITTEN WARNING AND DEMOTION**

Evidence was heard on behalf of the Employer and Employee.

The Meeting was adjourned and reconvened on 20 August 2010.

**Present:** Councillor Donald MacMillan (Chair)

Councillor Rory Colville  
Councillor Neil McKay

Councillor David Kinniburgh

**Attending:** Charles Reppke, Head of Governance and Law  
Jim Robb, Head of Adult Care  
Tom Kerr, Community Services  
Jane Fowler, Head of Improvement and HR  
Appellant  
Appellants Representative

Evidence was heard on behalf of the Employer and Employee.

The meeting was adjourned and reconvened on 2 September 2010.

**Present:** Councillor Donald MacMillan (Chair)

Councillor Rory Colville    Councillor David Kinniburgh  
Councillor Neil McKay

**Attending:** Charles Reppke, Head of Governance and Law  
Jim Robb, Head of Adult Care  
Tom Kerr, Community Services  
Jane Fowler, Head of Improvement and HR  
Appellant  
Appellants Representative

Evidence was heard of behalf of the Employer and Employee.

### **Decision**

That the grounds of the appeal had been substantiated in part and that the appeal be upheld in part.