

**MINUTES of MEETING of APPEALS COMMITTEE held in the COMMITTEE ROOM 1, KILMORY,  
LOCHGILPHEAD  
on TUESDAY, 29 APRIL 2014 at 10AM**

**Present:** Councillor Rory Colville (Chair)

Councillor George Freeman  
Councillor Alex McNaughton  
Councillor Sandy Taylor

**Attending:** Charles Reppke, Head of Governance and Law  
Lynn Finlay, HR Manager  
Allen Stevenson, Service Development Manager  
Tom Kerr, Senior HR Officer  
Appellant  
Simon MacFarlane, Unison

**1. APOLOGIES FOR ABSENCE**

There were no apologies for absence intimated.

**2. DECLARATIONS OF INTEREST**

There were no declarations of interest intimated.

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.

The Head of Governance and Law advised that the Union representative had made a request that the two appeals for his client be dealt with by one panel. The Head of Governance and Law expressed the reason for appointing two panels but noted no objection from management to the unions request. The Committee therefore agreed to hear both appeals as requested by Unison and to adjourn for one hour to allow members to read the papers for the afternoon hearing.

All parties signified their agreement to that process and the Appeals reconvened at 11am when both appeals were conjoined.

**3. CONSIDER APPEAL AGAINST DISMISSAL; CONSIDER APPEAL AGAINST WRITTEN WARNING**

Evidence was led on behalf of the employee and the employer in respect of

both matters.

**Decision**

That the grounds of the appeal have not been substantiated and the appeal be not upheld.