



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Appeals Committee

A Meeting of the of the Appeals Committee of North Ayrshire Council will be held in the **North Coast and Islands Committee Room**, on **31 January 2018** at **10:30** to consider the undernoted business.

1. Declarations of Interest

Members are requested to give notice of any declarations of interest in respect of items of business on the Agenda.

2. Minutes

The accuracy of the Minutes of the meeting of the Appeals Committee held on 13 December 2017 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

Exempt Information

3. Exclusion of the Public

Resolve in terms of Section 50(A)4 of the Local Government (Scotland) Act 1973, to exclude from the Meeting the press and the public for the following item of business on the grounds indicated in terms of Paragraph 1 of Part 1 of Schedule 7A of the Act.

4. Disciplinary Procedure: Appeal Against Dismissal

Non Disclosure of Information

In terms of Standing Order 19 (Disclosure of Information), the information contained within the following report is confidential information within the meaning of Section 50A of the 1973 Act and shall not be disclosed to any person by any Member or Officer.

- 4.1** Submit report by the Chief Executive on the background to an appeal against dismissal by a former employee within the Health and Social Care Partnership (copy enclosed).

Sederunt

Timothy Billings
Jimmy Miller
Angela Stephen

Chair:

Apologies:

Attending:

Appeals Committee
13 December 2017

IRVINE, 13 December 2017 - At a Meeting of the Appeals Committee of North Ayrshire Council at 10.30 a.m.

Present

John Easdale, Timothy Billings and Jimmy Miller.

In Attendance

S. Montgomery, Solicitor (Litigation)(Chief Executive's Service); and A. Young, HR Operations Manager (Human Resources) (Finance and Corporate Support).

Also In Attendance

Helen McArthur, Senior Manager (Community Care Services); T. Drain, HR Adviser (Finance and Corporate Support); the appellant; and the appellant's representative, Paul Arkison, GMB.

Chair

John Easdale in the Chair.

1. Declarations of Interest

There were no declarations of interest by Members in terms of Standing Order 10 and Section 5 of the Code of Conduct for Councillors.

2. Exclusion of the Public

The Committee resolved in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, to exclude from the Meeting the press and the public for the following item of business on the grounds indicated in terms of Paragraph 1 of Part 1 of Schedule 7A of the Act.

3. Disciplinary Procedure: Appeal Against Dismissal

Submitted report by the Chief Executive on the background to an appeal against dismissal by a former employee within the Health and Social Care Partnership.

The Service Representative presented the grounds for dismissal as previously advised to the appellant in writing. The appellant was given the opportunity to respond to the issues raised and to ask questions of the Service Representative. Members of the Committee were also given the opportunity to ask questions.

Thereafter the appellant's representative presented the grounds of the appeal. The Service Representative was given the opportunity to respond to the issues raised and to ask questions of the appellant. Members of the Committee were also given the opportunity to ask questions of the appellant.

After summing up their respective cases, the Service Representative together with the appellant withdrew from the hearing to allow the Committee to deliberate.

Following deliberation, the Committee agreed (a) that the grounds of appeal had been upheld in part and the appellant reinstated with conditions; and (b) that the appellant be so advised within 14 days.

The Meeting ended at 1.50 p.m.