

Appeals Committee  
27 September 2017

**IRVINE, 27 September 2017** - At a Meeting of the Appeals Committee of North Ayrshire Council at 10.30 a.m.

**Present**

John Easdale, Timothy Billings and Angela Stephen.

**In Attendance**

S. Montgomery, Solicitor (Litigation)(Chief Executive's Service); and R. Lennon, Senior HR Adviser (Finance and Corporate Support).

**Also In Attendance**

P. McArthur, Senior Manager (Addictions) (Health and Social Care Partnership); R. Lightfoot, HR Adviser (Human Resources and Organisational Development) (Finance and Corporate Support); the appellant and the appellant's union representative.

**Chair**

Councillor 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 and her representative were 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.

In terms of Standing Order 5.7, the Chair agreed to adjourn the proceedings at 1.05 p.m. The hearing reconvened at 2.05 p.m., with the same Members, Officers and other parties present and in attendance.

Thereafter the appellant 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, the appellant's representative and officers, withdrew from the hearing to allow the Committee to deliberate.

In terms of Standing Order 5.7, the Chair agreed to adjourn the proceedings at 5.00 p.m. The hearing reconvened at 12.30 p.m. on 28 September 2017, with the same Members present and the Senior HR Adviser (Finance and Corporate Support) in attendance.

Following deliberation, the Committee agreed (a) that the grounds of appeal had not been upheld; and (b) that the appellant be so advised within 14 days.

The Meeting ended at 1.55 p.m.