

Appeals
Committee 30 May
2018

IRVINE, 30 May 2018 - At a Meeting of the Appeals Committee of North Ayrshire Council at 10.30 a.m.

Present

Councillors John Easdale, Jimmy Miller and Robert Foster.

In Attendance

M. Barbour, Solicitor (Litigation) and F. Carlyle, HR Adviser.

Also In Attendance

D. MacRitchie, Senior Manager (Criminal Justice Services Health and Social Care Partnership); R. Lightfoot, HR Adviser; and the Appellant; Appellant's representative and Appellant's witness.

Chair

Councillor 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.

In terms of Standing Order 5.7, the Chair agreed to adjourn the proceedings at 11.35 a.m. The hearing reconvened at 11.45 a.m., with the same Members, Officers and other parties present and in attendance.

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 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 and her witness. Members of the Committee were also given the opportunity to ask questions of the Appellant and her witness.

In terms of Standing Order 5.7, the Chair agreed to adjourn the proceedings at 12.35 p.m. The hearing reconvened at 12.45 p.m., with the same Members, Officers and other parties present and in attendance.

The Appellant's representative left the meeting at this point.

After summing up their respective cases, the Service Representative together with the Appellant, her representative and witness withdrew from the hearing to allow the Committee to deliberate.

Following deliberation, the Committee agreed (a) that the grounds of appeal had not been upheld; (b) to confirm the decision previously imposed on the Appellant; and (c) that the Appellant be so advised within 14 days.

The Meeting ended at 13:45 p.m.