

Appeals Committee  
31 January 2018

**IRVINE, 31 January 2018** - At a Meeting of the Appeals Committee of North Ayrshire Council at 10.30 a.m.

**Present**

Councillors John Bell, Jimmy Miller and Angela Stephen.

**In Attendance**

Eleanor McLaren, Team Manager (Litigation) and Richard Lennon, Senior HR Adviser.

**Also In Attendance**

Helen McArthur, Senior Manager (Community Care Services), Tommy Drain, Senior HR Adviser; Appellant; and the Appellant's representative, Louise McDaid, Unison.

**Chair**

Councillor Jimmy Miller 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.

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

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

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

The Meeting ended at 12:45 p.m.