



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 on a wholly remote basis via Microsoft Teams on Friday 15 March 2024 at 10:00 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 29 September 2022 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.

#### **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. **Disciplinary Procedure: Appeal Against Dismissal**

Submit a report by the Chief Executive on the background to an appeal against dismissal by an employee in Communities and Education (Education) (copy enclosed).

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Tom Marshall  
Cameron Inglis  
Shaun Macaulay

Chair:

Apologies:

Attending:

Appeals Committee  
29 September 2022

**IRVINE, 29 September** - At a Meeting of the Appeals Committee of North Ayrshire Council at 10.30 a.m

**Present**

John Bell, Todd Ferguson and Robert Foster.

**In Attendance**

J. Smillie, Senior Manager (HR & OD) (People and ICT) and J. Niven, Solicitor (Litigation) (Democratic Services).

**Also In Attendance**

C. Cameron, Director (Health and Social Care Partnership); J. Leonard, HR Adviser (HR & OD); and the appellant.

**Chair**

Councillor Foster in the Chair.

**1. Declarations of Interest**

There were no declarations of interest by Members in terms of Standing Order 11 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. Minutes**

The accuracy of the Minutes of the meeting of the Cabinet held on 9 June 2022 was confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

**4. Grievance Procedure: Appeal Against Grievance Outcome**

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

The service representative presented the grounds for the grievance outcome 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.

The appellant presented the grounds of 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, and his representative 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; and (b) that the appellant be so advised within 14 days.

The Meeting ended at 12.30 p.m.