

Appeals Committee
10 February 2017

IRVINE, 10 February 2017 - At a Meeting of the Appeals Committee of North Ayrshire Council at 10.30 a.m.

Present

Councillors Alan Munro, McLean and Reid

In Attendance

S. Montgomery, Solicitor (Democratic Services); and A. Young, HR Operations Manager (Human Resources and Organisational Development) (Finance and Corporate Support).

Also In Attendance

H. McArthur, Senior Manager (Community Care) (Health and Social Care Partnership); T. Drain, HR Adviser (Finance and Corporate Support); and the appellant and appellant's union representative.

Chair

Councillor Munro 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. Minutes

The accuracy of the Minutes of the meeting of the Committee held on 27 January 2017 was confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

3. 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.

4. Disciplinary Procedure: Appeal Against Disciplinary Action

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

The Service Representative presented the grounds for disciplinary action 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 and her 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, the appellant's representative and officers, withdrew from the hearing to allow the Committee to deliberate.

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 11.45 am