

## **EMPLOYEE APPEALS SUB - 11 MARCH 2020**

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**Motherwell, 11 March 2020 at 10 am.**

A Meeting of the **EMPLOYEE APPEALS SUB-COMMITTEE**

### **PRESENT**

Councillor Shields, Convener; Councillors Barclay, Beveridge, Gourlay, Pettigrew, Quigley and Woods.

### **CHAIR**

Councillor Shields (Convener) presided.

### **IN ATTENDANCE**

The Employee Relations Manager and Committee Officer.

### **ALSO IN ATTENDANCE**

The Head of Planning, Performance and Quality Assurance; Senior Employee Relations Adviser; J. Watson and E. Hislop Unison, and Appellants (x 4) 3/2020

### **APOLOGIES**

Councillors C. Johnston, Masterton, MacGregor, McCulloch, Reddin, Annette Valentine and Watson

### **DECLARATIONS OF INTEREST IN TERMS OF THE ETHICAL STANDARDS IN PUBLIC LIFE ETC. (SCOTLAND) ACT 2000**

1. The meeting noted that there were no declarations of interest.

**It was agreed in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, that the public be excluded from the meeting for the following item on the grounds that the business involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 7A of the Act.**

### **PLANNING, PERFORMANCE AND QUALITY ASSURANCE – APPEALS AGAINST DISMISSAL – 3/2020**

2. There was submitted intimation of appeals against dismissal by Appellants 3/2020, together with a report by the Head of Planning, Performance and Quality Assurance in explanation of the circumstances leading to the dismissal.

The Sub-Committee then heard representations and submissions from the Head of Planning, Performance and Quality Assurance and a witness on behalf of the Service and representations and submissions from E Hislop, Unison and a witness on behalf of Appellants 3/2020.

Thereafter, both parties withdrew from the meeting.

Both parties were then re-admitted to the meeting.

**Decided:** that the grounds of the appeal had been substantiated in part and the appeal be upheld to the extent that each employee be reinstated and issued with a final written warning.

**EMPLOYEE APPEALS SUB - 20 MARCH 2020**

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**Motherwell, 20 March 2020 at 10 am.**

A Meeting of the **EMPLOYEE APPEALS SUB-COMMITTEE**

**IN ATTENDANCE**

The Committee Officer.

**APOLOGIES**

Councillors Barclay, Beveridge, Gourlay, C. Johnston, MacGregor, Masterton, McCulloch, Pettigrew, Quigley, Reddin, Shields, Annette Valentine, Watson and Woods.

In the absence of the necessary quorum and in terms of Standing Order 56H, the meeting stood adjourned.