

APPEALS COMMITTEE

At a meeting of the Appeals Committee held in the Brock Meeting Room, 16, Church Street, Dumbarton G82 1QL on Friday, 26 April 2023 at 9.30 a.m.

Present: Councillors Gurpreet Singh Johal, Ian Dickson, John Millar and Hazel Sorrell.

Attending: Victoria Rogers, Chief Officer – People and Technology; Michael McDougall - Legal Officer; and Nicola Moorcroft, Committee Officer.

Councillor Gurpreet Singh Johal in the Chair

DECLARATIONS OF INTEREST

It was noted that there were no declarations of interest.

EXCLUSION OF PRESS AND PUBLIC

The Committee agreed to approve the following resolution:-

“That under Section 50A(4) of the Local Government (Scotland) Act 1973, the press and public be excluded from the meeting for the following item of business on the grounds that it may involve the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A to the Act”.

PROCEDURE

The Committee agreed to note the Appeals Committee Hearings – Dismissal Appeals Process would be followed at this Hearing of Appeal.

APPEAL AGAINST DISMISSAL (REF:APP/24/02)

There were submitted background papers relating to an appeal that had been submitted to the Council in relation to a dismissal.

The Appellant was present and represented by her Trade Union Representative, Ms Kirsten Muat (GMB).

Ms Bernadette Smith, Integrated Operations Manager, was in attendance to present the case on behalf of Management. Ms Leeanne Galasso, People and Change Partner, was in attendance as a Human Resources Adviser to Ms Smith.

Ms Smith presented the case for Management and thereafter answered questions from Ms Muat and Members of the Committee.

Ms Muat then presented the case for the Appellant. Ms Muat and the Appellant then answered questions from Ms Smith and Members of the Committee.

Ms Smith and then Ms Muat and the Appellant summed up their respective cases and thereafter both parties withdrew from the meeting.

After the Committee had deliberated the matter in private, both parties were re-admitted to the meeting and advised that the grounds of the appeal had not been substantiated and the appeal against dismissal was not upheld.

The Chair advised that the decision would be issued in writing.

The meeting closed at 11.46 a.m.