

## **APPEALS COMMITTEE**

At a meeting of the Appeals Committee held in the Council Offices, Rosebery Place, Clydebank on Thursday 19 December 2002 at 10.00 a.m.

**Present:** Councillors Ronnie McColl, James Bolland and Ian McDonald.

**Attending:** Nigel Ettles, Principal Solicitor.

**Apology:** An apology for absence was intimated on behalf of Councillor James McCallum.

### **Councillor Ronnie McColl in the Chair**

## **EXCLUSION OF PRESS AND PUBLIC**

The Committee approved 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".

## **GRIEVANCE APPEAL**

There were submitted background papers relating to an Appeal which had been submitted to the Council in relation to a grievance. There was also submitted a Note of the procedure to be followed at the Hearing of the Appeal.

The Appellants were present and were represented by Tom Morrison of Unison. The Department in which the Appellants were employed was represented by Alex Thomson, Section Head (Operations), Personnel Services.

Mr. Morrison presented the case for the Appellants and called the Appellants as witnesses. After giving evidence, Mr. Morrison and the Appellants were questioned by Mr. Thomson and Members of the Committee.

Mr. Thomson presented the case for the Department and called as a witness David Burke, Manager of Social Work Operations. After giving evidence, Mr. Thomson and Mr. Burke were questioned by Mr. Morrison and Members of the Committee.

Mr. Thomson and then Mr. Morrison 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 been substantiated in part and the Appeal had been upheld to the following extent.

Although the four areas of grievance were being addressed, the Committee was concerned that it had taken Management almost two years to reach an acceptable resolution of the grievance. The Committee instructed Management to consult with the Trade Unions in order to find a mutually acceptable set of guidelines and systems to deal with the serious issues raised in the Appeal. The Committee further instructed that this set of guidelines and systems be sent to the Joint Consultative Forum for discussion and agreement.

The meeting concluded at 12.30 p.m.