

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 17 September 2024 at 2.00 p.m.

Present: Councillors Ian Cavana (Chair), Laura Brennan-Whitefield, Iain Campbell and Gavin Scott.

Apologies: Councillors Mary Kilpatrick and Duncan Townson.

Attending: W. Wesson, Chief HR Officer; C. McMenamin, Co-ordinator (Legal Services); and J. McClure, Committee Services Lead Officer.

1. Exclusion of Press and Public.

The Panel resolved, in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973, that the press and public be excluded for the following item of business on the agenda, on the grounds that it involved the likely disclosure of exempt information in terms of paragraph 1 of Part 1 of Schedule 7(A) of the Act.

2. Declarations of Interest.

There were no declarations of interest by Members of the Panel in terms of Standing Order No. 17 and the Councillors' Code of Conduct.

3. Minutes of previous meetings.

The minutes of 9 May 2024 and 10 May 2024 (issued) were submitted and approved.

4. Appeal Against Dismissal

The appellant, an employee of the Education Directorate was in attendance and represented by A. Scott, EIS. L. McRoberts, Depute Chief Executive and Director of Education represented management.

The Panel heard both parties fully on the case, including a witness called by management and, after questions, both parties withdrew.

Having heard and considered carefully all the documents and evidence presented, the Panel

Decided: unanimously to partially uphold the appeal to the extent that the decision to dismiss is revoked and replaced with a final written warning; and the appellant is reinstated with a final written warning in existence from the date of dismissal, 17 June 2024 for a period of twelve months.

Thereafter, both parties were re-admitted to the meeting and advised of the Panel's decision.

The meeting ended at 5.05 p.m.