

**HUMAN RESOURCES APPEALS BOARD – 23 AUGUST 2016**

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**Human Resources Appeals Board**

**Tuesday 23 August 2016 at 9am**

**Present:** Councillors Brennan, Campbell-Sturgess, Clocherty, Jones and Shepherd.

**Chair:** Councillor Clocherty presided.

**In attendance:** Mr J Hamilton (for Head of Legal & Property Services) and Mr A Wilson (for Head of Organisational Development, Human Resources & Communications).

**The following paragraphs are submitted for information only, having been dealt with under the powers delegated to the Board.**

**441      Apologies, Substitutions and Declarations of Interest      441**

No apologies for absence or declarations of interest were intimated.

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

**442      Appeal Against Dismissal: Employee in Environmental & Commercial Services      442**

The Board met at 9am to consider an appeal against dismissal on behalf of an employee in Environmental & Commercial Services.

To allow for the attendance of an officer, the Board adjourned at 9.05am and re-convened at 10am.

Following a request from Ms McQuarrie and having received confirmation from the appellant's representative, Mr Johnstone, confirmed that he had no objection, management were permitted to show a video as a late submission.

The Board considered an appeal against dismissal on behalf of an employee in Environmental & Commercial Services and agreed that the grounds of the appeal had been substantiated in part and that the appeal be upheld to the extent that the dismissal be substituted with reinstatement on the terms detailed in the appendix.