

STIRLING COUNCIL

MINUTES of MEETING of the APPEALS PANEL held in the DRUMMOND ROOM, VIEWFORTH, STIRLING on WEDNESDAY 19 FEBRUARY 2020 at 11.00 am.

Present:-

Councillor Neil BENNY (in the Chair)

Councillor Alistair BERRILL

Councillor Graham HOUSTON

Also In Attendance:-

Audrey Crawford, Senior HR Business Partner

Pamela Forsyth, HR Advice & Policy Manager (HR Adviser to the Panel)

Aileen Irvine, Solicitor - Clyde & Co. (Legal Adviser to the Panel)

Marie Valente, Chief Social Work Officer

David McDougall, Governance Officer (Clerk)

The Panel resolved that under Section 50A(4) of the Local Government (Scotland) Act 1973 the public be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973.

AP7 APPEAL AGAINST DISMISSAL

The Appellant, a former employee of Stirling Council, had submitted an appeal against the decision to dismiss them from their post.

The Appellant was accompanied by their Trade Union representative, Pam Campbell of GMB. Also in attendance was David Hume, Regional Officer for GMB who attended to support Pam Campbell in a mentor capacity.

Marie Valente, Chief Social Work Officer represented management along with Audrey Crawford, Senior HR Business Partner.

The Chair welcomed all in attendance to the meeting, initiated round-table introductions and explained the procedure that would be followed.

The Appellant and their Trade Union representative presented their case and called three witnesses to answer questions.

The management side and Members of the Appeals Panel, supported by their advisers, were given the opportunity to ask questions of the Appellant, their representative and the three witnesses called by the Appellant. The witnesses appeared individually and each left the hearing after answering all questions.

The Chief Social Work Officer presented the management case with one witness called to answer questions.

The Appellant, their representative and members of the Appeals Panel, supported by their advisers, were given the opportunity to ask questions of management and the witness. The witness then left the hearing.

Both parties then summed up their respective cases before they withdrew from the meeting at 4.40 pm to allow the Panel to consider the evidence put before it.

All parties were advised that the Clerk to the Panel would initially contact them to confirm the Panel's decision later that day. The decision of the Panel would also be confirmed in writing to all relevant parties.

Decision

Having considered all of the evidence presented, the Panel did not agree with any of the reasons for appeal put forward by the Appellant.

It was therefore the unanimous view of the Panel that the Appeal was not upheld and therefore the dismissal still stood.

(Reference – Procedure at Appeals Hearings and Written Submissions, previously circulated)

The Chair declared the meeting closed at 5.20 pm