

EAST AYRSHIRE COUNCIL**APPEALS PANEL****MINUTES OF MEETING HELD ON WEDNESDAY 3 JUNE 2026 AT 1000 HOURS
IN THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD,
KILMARNOCK**

MEMBERS PARTICIPATING: Councillors Clare Maitland, Linda Mabon, William Lennox, Neill Watts and Jennifer Hogg.

OFFICERS PARTICIPATING: Amanda Lowe, Head of People and Culture (Adviser to the Panel); and Aileen Anderson and Lynne Pearson, Democratic Services Officers.

CHAIR: Councillor Clare Maitland, Chair.

EXCLUSION OF PRESS AND PUBLIC

1. It was agreed that under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the Press and public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 7A of the Act.

DECLARATIONS OF INTEREST

2. No declarations of interest were intimated by the Members present in relation to the items of business on the Agenda.

HEARING PROCEDURE

3. The Panel noted the Appeals Hearing Procedure (Disciplinary – Dismissals Policy) (circulated) to be followed at the meeting, which included that, in accordance with the Council's agreed procedures for Disciplinary Appeals Hearings relating to Dismissals, the Hearing would be audio recorded in order that an accurate record of the Appeal Hearing could be retained to support the Council's position in any subsequent or legal proceedings.

DISMISSAL APPEAL NO DA/01/26**4.1 Consideration of Item**

There was submitted a report by the Disciplinary Officer including the List of Witnesses and Productions for Management; and Written Statement by the Appellant (all circulated).

The Panel heard, in turn, from the Management representative and one witness, and then from the appellant and their representative, all of whom spoke and responded to matters raised in accordance with the Hearing Procedure.

4.2 Adjournments/Reconventions

During the course of consideration of the appeal, the meeting was adjourned at 1028 hours and reconvened at 1030 hours; and 1102 hours and reconvened at 1117 hours with the same Members and Officers participating.

4.3 Outcome of Appeal No DA/01/26

Having heard both parties, the Panel agreed, unanimously, that the grounds of the appeal had not been substantiated and accordingly, that the appeal was not upheld.

The meeting terminated at 1158 hours.