

**APPENDIX I**

**EAST AYRSHIRE COUNCIL**

**APPEALS SUB-COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE**

**MINUTES OF MEETING HELD ON MONDAY 7 AUGUST 2000 AT 1000 HRS  
IN THE MEETING ROOM, COUNCIL HEADQUARTERS,  
LONDON ROAD, KILMARNOCK**

**PRESENT:** Councillors Eric Jackson, Daniel Coffey, Harry Wilson, Tommy Farrell and Provost Jimmy Boyd.

**ATTENDING:** John Sheridan, Senior Employee Relations Officer; and Alex Hewetson, Administrative Officer.

**CHAIR:** Councillor Eric Jackson, Chair.

**EXCLUSION OF PRESS AND PUBLIC**

1. The Sub-Committee resolved 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.

**GRIEVANCE APPEAL NO G2/00**

**2.1 SUBMISSION OF ADDITIONAL MATERIAL**

The Sub-Committee agreed that as part of the appellants' submission, a copy of an extract from Personnel Circular 45/96 and an extract of a report to the Policy and Resources Committee of 19 February 1999, be circulated.

There was submitted a copy of the Appeals Hearing Procedure together with a summary report by the Head of Personnel enclosing a summary of the Trade Union case and submissions relating to the collective grievance by the three appellants with associated documentation and a report by the Department of Social Work and associated documentation (all circulated).

**2.2 ADJOURNMENT/RECONVENTION**

The Sub-Committee adjourned at 1006 hrs to enable the Sub-Committee members and relevant parties to peruse the additional submissions and reconvened for consideration of the appeal at 1014 hrs with the same Members and Officials present and in attendance.

**2.3 CONSIDERATION OF APPEAL**

Having heard both parties, Councillor Jackson, seconded by Provost Boyd, moved that the grounds of the grievance appeal had not been substantiated and the appeal was not upheld.

Councillor D Coffey, seconded by Councillor Wilson, moved as an amendment that the grounds of the grievance appeal had been substantiated and that the appeal was upheld.

On a division by a show of hands the motion was carried by three votes to two.

### **ADJOURNMENT/RECONVENTION**

3. The Sub-Committee adjourned at 1120 hrs and reconvened at 1135 hrs with the same Members and Officials present and in attendance.

### **GRIEVANCE APPEAL NO G3/00**

- 4.1 There was submitted a copy of the Appeals Hearing Procedure together with a summary report by the Head of Personnel enclosing a summary of the Trade Union case and submissions by the appellant with associated documentation and a report by the Department of Homes and Technical Services with associated documentation (all circulated).

### **4.2 CONSIDERATION OF APPEAL**

Having heard both parties, the Sub-Committee agreed that the grounds of the grievance appeal had been substantiated in part and the appeal was upheld to the extent that the employee would be placed on Grade AP3/4 at spinal column point 23 with effect from 1 January 1998 with normal incremental progression thereafter.

The meeting terminated at 1302 hrs.