

**MINUTES of MEETING of APPEALS COMMITTEE held in the MEMBERS ROOM, KILMORY,  
LOCHGILPHEAD  
on FRIDAY, 7 NOVEMBER 2003**

**Present:** Councillor Isobel Strong (Chair)                      Councillor Bruce Robertson  
                  Councillor John Findlay                              Councillor Eric Thompson

**Attending:** Danny Longwill, Head of Personnel Services  
                  Gordon Nash, Head of Amenity Services  
                  Deirdre Forsyth, Area Corporate Services Manager  
                  Mike Conroy (GMB)  
                  Dougie Strachan (GMB)  
                  Appellant  
                  Witness  
                  Witness

The Committee resolved in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, to exclude the public from the following item of business on the grounds that it was likely to involve the disclosure of exempt information as defined in Paragraph 1, of Part 1 of Schedule 7A to the Local Government (Scotland) Act 1973.

**1. CONSIDER GRIEVANCE APPEAL**

There was submitted statements on behalf of the employer and the employee and evidence was led on behalf of both the employee and employer in regard to the terms of the grievance.

**Decision**

That the grounds of the Appeal had been substantiated in part and the Appeal be upheld to the extent that:-

1. That the Appellant had been badly treated by middle and lower management.
2. Reaffirm management's agreement that management did not react properly and this caused matters to escalate and subsequent attempts by lower management to investiage the matter were very unprofessional and not in compliance with correct procedures.
3. The Appellant was repeatedly asked to sign a statement.
4. The Appellant had not been informed why he was being questioned on several occasions by local management.

(Ref: Statements by employer and employee, submitted, 2 additional letters, tabled)