

**MINUTES of MEETING of APPEALS COMMITTEE held in the MEMBERS ROOM, KILMORY,  
LOCHGILPHEAD  
on WEDNESDAY, 26 JULY 2006 AT 4.00 PM**

**Present:** Councillor Donald MacMillan (Chair)

Councillor Douglas Currie  
Councillor John Finlay  
Charles Reppke, Head of Democratic Services & Governance  
Elsbeth McNiven, Personnel Manager  
Malcolm MacFadyen, Head of Support Services  
Donald Brown, UNISON  
David Graham, UNISON  
Appellant

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

Donald Brown raised a procedural concern in regard to the impartiality of the Personnel Manager given her previous involvement on the equal pay claim.

The Personnel manager confirmed that she had no involvement in negotiations with the Unions on this nor had she given advise to Members or Officers on these negotiations. She confirmed that she had offered procedural advice to departments on this issue.

In light of the foregoing the Head of Democratic Services & Governance advised the Committee that they could determine that the Personnel Manager was able to demonstrate her impartiality and the Committee so resolved.

**1. CONSIDER APPEAL AGAINST EQUAL PAY CLAIM**

There was submitted evidence on behalf of the Employer and the Employee in regard to the above.

**Decision**

That the grounds of the Appeal had not been substantiated and the Appeal be therefore not upheld.