

**APPENDIX II to the minute of meeting of
the Policy and Resources Committee of
28 April 2015 (Article 3(b) refers)**

MINUTE of MEETING of the **APPEALS SUB-COMMITTEE** of the **POLICY and RESOURCES COMMITTEE** held in Meeting Room G1, Angus House, Forfar on Thursday 9 April 2015 at 9.30am

Present: Councillors IAIN GAUL, PAUL VALENTINE and BILL BOWLES.

Councillor GAUL, Convener, in the Chair.

1. APOLOGIES/SUBSTITUTES

There were no apologies intimated.

2. DECLARATIONS OF INTEREST

There were no declarations of interest intimated

3. EXCLUSION OF PUBLIC AND PRESS

The Sub-Committee resolved, in terms of Standing Order 27(2), that the public and press be excluded from the meeting during consideration of the following item so as to avoid the possible disclosure of information which was exempt in terms of Part 1 of Schedule 7A to the Local Government (Scotland) Act 1973, Paragraph 1.

4. COMMUNITIES DIRECTORATE – GRIEVANCE

The Sub-Committee considered a grievance appeal, lodged by an employee of the Communities Directorate.

There were admitted to the meeting, the appellant, a work colleague of the appellant and Stewart Ball, Service Manager (Regulatory and Protective Services)

The Sub-Committee considered written and oral submissions by the Service Manager and by the appellant and also heard from a witness on behalf of the appellant, following which the parties withdrew from the meeting.

Following discussion, the Sub-Committee found that the grounds of the appeal had been substantiated in part to the extent that it was recognised that there had been some management failings and that Senior Management, in consultation with appropriate HR Officers, implement a training programme for staff and line management with a particular focus on Coaching and that as a matter of urgency staff appraisals be arranged, with a robust monitoring regime put in place to oversee these arrangements.

Both parties were recalled to the meeting and advised of the foregoing decision.