

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 17 November 2025 at 2.00 p.m.

Present: Councillors Ian Cavana (Chair), Laura Brennan-Whitefield and Iain Campbell

Apologies: Councillors Mary Kilpatrick, Duncan Townson and Martin Dowey.

Attending: B. Sanderson, Service Lead – Human Resources; C. McMenamin, Service Lead – Legal and Licensing; and J. Chapman, Committee Services Officer.

1. Exclusion of Press and Public.

The Panel resolved, in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973, that the press and public be excluded for the following item of business on the agenda, on the grounds that it involved the likely disclosure of exempt information in terms of paragraph 1 of Part 1 of Schedule 7(A) of the Act.

2. Declarations of Interest.

There were no declarations of interest by Members of the Panel in terms of Standing Order No. 17 and the Councillors' Code of Conduct.

3. Appeal Against Dismissal

The appellant, an employee of the Housing, Operations and Development Directorate was in attendance and represented by K. Wallace, Unite the Union. F. Ross, Service Lead – Neighbourhood Services, represented management.

The Panel heard both parties fully on the case, including witnesses called by F. Ross, Service Lead – Neighbourhood Services and, after questions, both parties withdrew.

Having heard and considered carefully all the documents and evidence presented, the Panel

Decided: unanimously, that the grounds of the appeal had not been substantiated and, therefore, the appeal was not upheld.

Thereafter, both parties were re-admitted to the meeting and advised of the Panel's decision.

The meeting ended at 4:10 p.m.