

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 17 December 2025 at noon

Present: Councillors Ian Cavana (Chair), Laura Brennan-Whitefield and Duncan Townson.

Apologies: Councillors Iain Campbell, Martin Dowe and Mary Kilpatrick.

Attending: W. Wesson, Chief HR Officer; C. McMenamain, Service Lead – Legal and Licensing;
and J. McClure, Committee Services Lead 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. Minutes of previous meetings.

The minutes of 3 November 23025 and 17 November 2025 (issued) were submitted and approved.

4. Grievance

The appellant, an employee of the Health and Social Care Partnership was represented by W. Cooper, Unison. H. Brown, Senior Manager - Ageing Well, represented management.

The Panel heard both parties fully on the case.

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

Decided:

- (1) unanimously, that the grounds of the appeal had not been substantiated, therefore, the appeal was not upheld;
- (2) that, as the current operational provisions were working successfully, this should continue except in exceptional circumstances when matters required to be referred to the Level 9, when both parties should communicate in writing, to protect both employees; and
- (3) that, in acknowledging the significant impact that the working relationship had on the appellant, these were the findings of the Panel.

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

The meeting ended at 1.50 p.m.

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