

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 10 March 2026 at 10.10 a.m.

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

Apologies: Councillors Iain Campbell and Martin Dowey.

Attending: W. Wesson, Chief HR Officer; C. McMenamin, Service Lead (Legal Services); 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. Grievance

Reference was made to the Minutes of 30 January 2026 (Page 1, paragraph 5) when it had been decided to adjourn this meeting to allow the Management representative sufficient time to consider the applicant's submission.

The appellant, an employee of the Housing, Operations and Development Directorate was in attendance and represented by A. Carrigan, GMB. K. Dalrymple, Assistant Director – Housing and Operations, represented management.

Having heard an opening statement from the management representative, the Panel adjourned at 10.35 a.m. to consider preliminary matters raised. The Panel reconvened at 10.50 a.m.

The Panel then heard both parties fully on the case, including a witness called by Management.

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

Decided:

- (1) that the grounds of the appeal had not been substantiated, therefore, the appeal was not upheld; and
- (2) to note its concerns regarding the lack of confidentiality during this process, however were heartened to note the steps taken by management to remedy this.

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

The meeting ended at 1.40 p.m.