

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 1 April 2026 at 10.00 a.m.

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

Apologies: Councillors Martin Dowe and Duncan Townson.

Attending: B. Sanderson, Service Lead – Human Resources; C. McMenemy, 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. Minutes of previous meetings.

The minutes of 30 January 2026 and 10 March 2026 (issued) were submitted and approved.

4. Appeal Against Dismissal

The appellant, an employee of the Health and Social Care Partnership was in attendance and represented by H. Wilkin, GMB. P Donnelly, Senior Manager, 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: unanimously, that the grounds of the appeal had been substantiated and, therefore, the appeal was upheld. The Appellant to be reinstated with immediate effect, with unbroken service and payment of loss of earnings.

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

The meeting ended at 11:40 a.m.