

## **APPEALS SUB COMMITTEE**

ABERDEEN, 29 January 2026. Minute of Meeting of the APPEALS SUB COMMITTEE. Present:- Councillor Copland, Convener; and Councillor Cameron and Davidson.

### **CONFIDENTIAL INFORMATION**

**The press and public were excluded from the meeting for consideration of the following item which contained confidential information in terms of Section 50A 3(b) of the Local Government (Scotland) Act 1973.**

### **APPEAL 25/04**

1. The Sub Committee had before it the papers circulated relative to the appeal against the decision of Aberdeen City Council to dismiss the Appellant identified in the Register of Appeals as appeal 25/04. The Sub Committee considered the appeal in accordance with the procedure.

The Sub Committee heard submissions on behalf of both parties, Management and the Appellant. Members questioned the Management Representative and also the Appellant and his Trade Union representative on the evidence given. Both parties then made a closing statement.

The meeting was then adjourned to allow the Sub Committee to deliberate in private. Thereafter the hearing was re-convened to allow the parties to hear the Sub Committee's decision.

### **The Sub Committee resolved:-**

to agree unanimously that at the time of the dismissal, that Management had acted reasonably. However due to new evidence in relation to the appellants situation (that had come to light since the Stage 3 Capability Meeting) to unanimously uphold the appeal. The appellant would remain at Stage 3 of the Supporting Attendance and Wellbeing Policy.

- **COUNCILLOR NEIL COPLAND, CONVENER**