

APPEALS SUB COMMITTEE

ABERDEEN, 2 March 2022. Minute of Meeting of the APPEALS SUB COMMITTEE. Present:- Councillor Allan, Convener; and Councillors Al-Samarai, Cameron, Copland and Macdonald.

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 22/01

1. The Sub Committee had before it the papers circulated relative to the appeal against the decision of Aberdeen City Council to demote and provide a final written warning to the Appellant identified in the Register of Appeals as appeal 22-01. The Sub Committee considered the appeal in accordance with procedure.

The Sub Committee heard submissions on behalf of both parties. Two witnesses were called on behalf of the appellant and the Sub Committee heard from Management. Members questioned the Management Representative, the Appellant and her two witnesses on the evidence given. Both parties then made a closing statement.

The Sub Committee resolved:

that on the basis of the evidence, that the demotion and the final written warning was not reasonable in all of the circumstances and on that basis decided to uphold the appeal to the extent of overturning the decision to demote the appellant thereby re-instating her to the post previously held prior to demotion and varying the final written warning to a written warning in accordance with the Council's Managing Discipline Policy and Procedure.

- **COUNCILLOR YVONNE ALLAN, Convener**