



## **Strathclyde Partnership for Transport**

### **Minute of the Personnel Appeals Sub-Committee**

**24 August 2017**

held in 131 St Vincent Street, Glasgow

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**Minute of the meeting of Strathclyde Partnership for Transport's  
Personnel Appeals Sub-Committee held in 131 St Vincent Street, Glasgow, on 24 August 2017**

**Present** Councillors David Wilson (Chair), Alan Moir, Jacqueline McLaren and Allan Stubbs.

**Attending** Valerie Davidson, Assistant Chief Executive (Business Support)/ Secretary.

**1. Declaration of interest in terms of the Ethical Standards in Public Life etc (Scotland) Act 2000**

The committee noted that there were no declarations of interest.

**2. Election of Chair**

It was agreed that Councillor David Wilson take the Chair.

**3. Exclusion of press and public**

The Sub-Committee resolved in terms of Section 50A(4) of the Local Government (Scotland) Act 1973 to exclude the press and public from the meeting, as exempt information, as defined in paragraph 1 of Part 1 of Schedule 7A, was likely to be disclosed.

**4. Appeal against dismissal (SPT17)**

The Sub-Committee considered an appeal against dismissal by an employee previously employed within the Subway.

The appellant was in attendance and was represented by Pat McIlvogue, full time official of Unite. Mhairi Docherty, Head of HR and Organisational Change, represented SPT.

The Sub-Committee heard both parties fully on the case, including the disciplining officer and, after questions, both parties withdrew.

Following consideration of the appeal and having heard and considered carefully all the documents and evidence, the Sub-Committee agreed

- (1) that the grounds of the appeal had been substantiated in part and accordingly that the appeal be upheld;
- (2) that the appellant had not accepted full responsibility for his behaviour and that his actions had fallen short of the behaviour expected of SPT staff; and
- (3) to rescind the decision to dismiss the appellant and substitute this with the following:
  - that the appellant be offered alternative employment of a demoted nature and receive a final written warning which would remain on file for a period of 12 months.

Thereafter, the appellant and his representative, together with SPT's representative, were re-admitted to the meeting and advised of the Sub-Committee's decision.