# Housing and Property Chamber First-tier Tribunal for Scotland



Decision with Statement of Reasons of the First-tier Tribunal for Scotland (Housing and Property Chamber) under Section 51 of the Private Housing (Tenancies) (Scotland) Act 2016

Chamber Ref: FTS/HPC/EV/24/1660

Re: Property at Room 1, 8 Bowmont Gardens, Glasgow, G12 9LW ("the Property")

# Parties:

McMillan and Company Residential Ltd, 15 Hillhead Street, Glasgow, G12 8PU ("the Applicant")

Ms Sofia Islam (previously known as Sofia Hafeji), Room 1, 8 Bowmont Gardens, Glasgow, G12 9LW ("the Respondent")

Tribunal Members:

Martin McAllister (Legal Member) and Helen Barclay (Ordinary Member) ("the tribunal")

Decision

The First-tier Tribunal for Scotland (Housing and Property Chamber) determined that an eviction order be granted against the Respondent in respect of the Property.

# Findings in Fact

The tribunal makes the following findings in fact:-

- 1. The Applicant is the heritable proprietor of the Property.
- 2. The Applicant leased the Property to the Respondent in terms of a private residential tenancy agreement ("the PRT") dated 27 June 2023 and the tenancy commenced on that date.
- 3. The rent payable in terms of the PRT is £500 per calendar month.

- 4. On 26 February 2024, the Applicant's agents served on the Respondent, by recorded delivery, a Notice to Leave dated 26 February 2024 seeking the Respondent's removal from the Property by 29 March 2024 on the grounds that the Respondent had breached the terms of the PRT and had engaged in anti-social behaviour.
- 5. On 10 April 2024, the Applicant's agent served on Glasgow City Council a Notice under Section 11 of the Homelessness etc (Scotland) Act 2003.
- 6. The Property is situated within a licensed House in Multiple Occupancy ("the HMO").
- 7. The Property comprises a bedroom and ensuite facilities containing a toilet, a basin and a shower.
- 8. In terms of the PRT, the Respondent has use of a kitchen which is also used by other tenants in the HMO.
- 9. The Respondent has engaged in anti-social behaviour towards Ms Ren Kaali, another tenant in the HMO.
- 10. The Respondent has created noise, on more than one occasion, which has disturbed Ms Kaali.
- 11. The Respondent has caused fear, alarm and distress to Ms Kaali on more than one occasion by making physical contact with her.
- 12. The anti-social behaviour occurred in the kitchen of the HMO.
- 13. Clause 20 of the PRT states that the Respondent must not engage in anti-social behaviour to another person.
- 14. The Applicant has a duty to ensure, as much as it is able, that its tenants enjoy peaceful enjoyment of their properties.
- 15. The Respondent has mobility and other health issues.
- 16. The refusal of an eviction order will cause issues for the Applicant in ensuring that tenants in the HMO enjoy peaceful enjoyment of the properties which they rent.
- 17. The Respondent has stated that the Property is not suitable for her because of its access issues and her belief that it has caused her to be claustrophobic.

### Findings in Fact and Law

- 18. The Respondent has breached clause 20 of the PRT.
- 19. The Respondent has pursued, in relation to Ms Ren Kaali, anti-social behaviour which has caused her alarm, distress, nuisance and annoyance.
- 20. It is reasonable to issue an order of eviction against the Respondent.

### **Statement of Reasons**

#### Background

- 21. This is an application for recovery of the Property. The application is dated 10 April 2024 and was accepted for determination on 3 May 2024. The Applicant is seeking recovery under Grounds 11 and 14, Part 1 of Schedule 3 of the Private Housing (Tenancies) (Scotland) Act 2016. Ground 11 is that a tenant has failed to comply with an obligation under the tenancy. Ground 14 is that a tenant has engaged in relevant anti-social behaviour.
- 22. A case management discussion was held by teleconference on 22 August 2024. The Respondent was not present but had submitted written representations and had indicated that she would not be attending because of her disabilities.
- 23. At the case management discussion, a hearing was arranged for 27 November 2024 in Glasgow Tribunal Centre. A Note was prepared after the case management discussion and was sent to parties. The Note set out what was required of parties and contained the following: "The tribunal noted that the Respondent has disclosed health issues. It decided to set an in person Hearing at Glasgow Tribunal Centre. The Respondent should consider if she wants to arrange for representation at the Hearing. If an in person hearing does not suit her, she should indicate whether she can participate by videoconferencing or teleconferencing."

#### Hearing 27 November 2024

24. A hearing was held in Glasgow Tribunal Centre on 27 November 2024. Mr Ken McMillan, a director of the Applicant, was in attendance and gave evidence. Ms Ren Kaali gave evidence for the Applicant. The Applicant was represented by Mr Augustine Casiday, solicitor. There was no appearance by the Respondent.

#### **Preliminary Matters**

25. It was noted that the Respondent had been sent the case management discussion note which included the date and venue of the hearing. The Tribunal administration had emailed the Respondent on 1<sup>st</sup> November 2024 in

connection with administrative arrangements for the hearing. On the same date, the Respondent emailed the Tribunal administration and stated that she would not be able to attend because of her disabilities.

- 26. The tribunal considered matters. It was satisfied that the Respondent had been made aware of the date and venue of the hearing. The overriding objective when the Tribunal is discharging its functions is to deal with the proceedings justly. The tribunal accepted that the Respondent did have health issues. Prior to the case management discussion, she had submitted a letter from her GP dated 29 July 2024 (not on soul and conscience) which detailed medical issues including the requirement to use a walking aid to mobilise. Arguably this and the other medical issues which were referred to in the letter might cause difficulties for the Respondent attending an in person hearing. The case management discussion Note had given options for the Respondent: representation, a teleconference or videoconferencing. She had been invited to contact the Tribunal administration if she wanted adjustments to be made for her. The Respondent had not done so.
- 27. The tribunal decided that the hearing should proceed and that the Applicant was entitled to have its application determined.
- 28. Mr Casiday said that he would be concentrating on Ground 14 which relates to anti-social behaviour but indicated that, if the tribunal considered there had been anti-social conduct by the Respondent, she would have breached the obligation referred to in clause 20 of the PRT which would therefore engage Ground 11. He indicating that Mr McMillan and Ms Kaali would be giving evidence.
- 29. The tribunal allowed Mr Casiday to submit certain documents: the floor plan of the building in which the Property is situated, HMO licensing documentation and a statement by Ms Kaali. He said that the statement was an aide memoire for Ms Kaali and that he would be asking her questions with regard to the salient points.

#### Evidence

30. Mr McMillan said that his wife and he own the Applicant company. He said that it is a business which owns twenty five houses in multiple occupation (HMOs). He said that 8-9 Beaumont Gardens (hereinafter referred to as "the building") consists of two townhouses which have been combined and converted to form individual units for occupation by a number of tenants and with some shared facilities. He said that there is a total of twenty two bedrooms and that all but three have ensuite facilities. He said that currently three of the bedrooms are not tenanted because they are undergoing maintenance. Mr McMillan said that the Property which is tenanted by the Respondent is bedroom 1 and he referred to it on the floor plan. He said that the bedroom, which is situated in the basement, has ensuite facilities consisting of a toilet, basin and shower.

- 31. Mr McMillan said that the building has a large kitchen in the basement floor which is shared by all the tenants. He said that tenants are provided with cooking facilities and that there is also a commercial sized washing machine for their use. He said that he replaces consumables such as washing powder, hand cleanser and washing up liquid on a weekly basis.
- 32. Mr McMillan said that to access the Property, one has to go down a flight of perhaps fifteen stairs from the ground floor. He said that there is also a step from the common hallway to enter the Property.
- 33. Mr McMillan said that the Respondent previously had been a tenant in another HMO owned by the company and that there had been "issues" not dissimilar to problems the tenants of the building had experienced with her. He said that, by mutual consent, the Respondent moved to the Property in June 2023 and that she had been in the previous tenancy for around two and a half years. Mr McMillan said that he thought that the Respondent might be better accommodated in the Property because he employed a cleaner who at that time lived in the building. He said that the cleaner carried out work in the building every day and he described him as a caretaker and "his eyes and ears." When asked to explain, Mr McMillan said that he thought that he would be able to more easily ascertain if there were problems with the Respondent and, if there were, to deal with them quickly.
- 34. Mr McMillan said that he received complaints about the Respondent's behaviour from different tenants in the building He referred to an email dated 14 February 2024 which had been sent by Michael McKechnie, a tenant in the building. It refers to the Respondent chanting in the kitchen and invading the personal space of others. Mr McMillan also referred to various emails from Ren Kaali, a tenant in the building, and Mr Casiday said that she would provide oral evidence on the matters raised in those emails.
- 35. Mr McMillan said that the complaints from the various tenants were consistent in what was reported to the Applicant about the Respondent. He said there were complaints about the Respondent encroaching on the personal space of others, wearing headphones while chanting and that these sometimes appeared to be religious chants. He said that, because of the headphones, the chants were loud. Mr McMillan said that the Respondent carried out this behaviour in the shared kitchen and he said that there were reports of the Respondent deliberately bumping into other tenants when they were preparing food or washing dishes. He said that there were complaints about the Respondent using a blender when in the kitchen during the night and that its noise disturbed other tenants.
- 36. Mr McMillan referred to the letter which his company had written to the Respondent on 5 January 2024 which asked her to desist from the behaviour which was disturbing other residents of the building. The letter included the

following: "Over the last seven days I have received complaints from 9 tenants regarding your behaviour." Mr McMillan said that the Respondent asked him not to email her and that she accused him of being a racist. Mr McMillan said that the conduct of the Respondent did not change after she had been asked to desist.

- 37. Mr McMillan said that he tried to accommodate the needs of the Respondent. He explained that each tenant in the building had allocated cupboards in the kitchen and the use of shared freezers. He said that the Respondent said that she needed more cupboard space and more freezer capacity and that he installed an additional freezer to accommodate this.
- 38. Mr McMillan said that there were no problems with other tenants and that the complaints about the Respondent had come from a number of tenants.
- 39. Mr McMillan said that he is aware that the Respondent has made applications elsewhere for housing because he has provided references. He said that his recollection was that these were for housing in England.
- 40. Ms Kaali said that she had been a tenant in the building for almost four years. She said that her room is bedroom 10 which is on the ground floor and is situated directly above the kitchen.
- 41. Ms Kaali's evidence was that the Respondent had frequently invaded her personal space. She explained that the kitchen is large and that, if she and the Respondent were the only people working in it, there would often be an issue. She said that, for example, rather than head from the cooker to the sink by a route which would avoid passing her, the Respondent would deliberately walk past her notwithstanding the fact that there was another equidistant route which could be taken. She said that, if one side of the kitchen island is occupied by a person or people, and the opposite side of the island is free, the Respondent will try and get past the side where people are. She said that the Respondent uses a stick and sometimes does this when carrying crockery. Ms Kaali said that she is afraid that there might be an accident if crockery got broken as a result of a collision. She said that there might be injuries.
- 42. Ms Kaali described an incident that had occurred on Christmas Day 2023. She said that she and the Respondent were the only people in the kitchen. She said that the Respondent walked into her and that she felt her knuckles over her walking stick scrape against her lower back. Ms Kaali said that, because of health issues, she has a lot of pain in her lower back area. Ms Kaali said that she was very upset, angry and alarmed. She said that she told the Respondent never to touch her again. She said that the Respondent did not apologise but responded to her: "so you never want me to touch you?" Ms Kaali said that she considered this a strange response.
- 43. Ms Kaali said that, on 22 February 2024, she and two other tenants were cooking. She said that the Respondent had washed dishes and had a large pile of dishes in one hand and her stick in the other. Ms Kaali said that she had told

the Respondent to walk round the other side of the island because it would be easier for her and that an accident may occur. Ms Kaali said that the Respondent walked straight towards her and the other tenants when the other side of the island was clear and she could have used that route. Ms Kaali said that the Respondent pushed the dishes into her stomach and that she had to give way and let her past. Ms Kaali described her feelings as being incensed, alarmed and distressed by the Respondent's behaviour. She said that she had felt that she had been assaulted.

- 44. Ms Kaali said that the Respondent is of a small stature and the was afraid that, if there had been a "collision" other, bigger tenants could be deemed the aggressors. She said that, because of her own health issues, she tends to have slower responses and was afraid that this might mean she could not react as quickly as she should if there was an accident caused by the Respondent knocking into her.
- 45. Ms Kaali said that, on many occasions, she has asked the Respondent to take a "clear pathway" in the kitchen rather than where she is working but she has ignored her requests. She said that she believes that the Respondent deliberately walks into or near people. She said that she thought that it must be deliberate because she does so when there is an alternative clear route.
- 46. Ms Kaali said that, because of issue with her back, she uses a stool when she is washing dishes. She said that the Respondent has frequently walked past her when she is using the stool and that her stick has hit against the stool causing pain in her lower back because of the vibration. Ms Kaali said that, on these occasions there is another route which the Respondent can use and that she does not need to walk past her when she is sitting on the stool.
- 47. Ms Kaali said that the Respondent uses the kitchen at all hours of the day and night. She said that the Respondent has a food blender which she operates regardless of what time it is. She said that the Respondent's blender is situated in the corner of the kitchen which is directly below her bedroom. She said that the noise disturbs her if it is operated during the night and that it had occurred on several occasions. Ms Kaali described one occasion when something wakened her from her sleep. At first she thought it was an electric drill and then realised it was the Respondent's blender. She said that this was during the night.
- 48.Ms Kaali said that the pattern with the Respondent is that, if the Applicant receives complaints from tenants and writes to her, the situation seems to calm down but that it gradually deteriorates. She said that, for example, the Respondent is currently not using the food blender at unsociable hours.
- 49. Ms Kaali said that the Respondent wears headphones all the time and listens to music or podcasts. She said that sometimes the volume is loud and that others can hear what she is listening to. She said that, when doing so, the Respondent chants and "cackles loudly and randomly." Ms Kaali said that the Respondent sometimes chants in such a way that it cannot be determined what

she is saying and that, at other times, she chants repeatedly "non believer, unbeliever, non believer, unbeliever" over and over again.

- 50. Ms Kaali said that the Respondent sometimes plays music or Islamic prayers at a high volume in her room that can be heard by others. She said that this has disturbed her in the past.
- 51. Ms Kaali said that she was so concerned about the Respondent's behaviour that she contacted the police who told her that if there was sufficient evidence they might consider an anti social behaviour order. She said that other tenants did not want to get involved and that there were difficulties in the matter being taken forward by the police. Ms Kaali said that male residents in the building were apprehensive about being alone in the kitchen with her in case they were blamed for something and she said that she was disheartened by the fact that these tenants did not want to give information to the police.
- 52. Ms Kaali said that the behaviour of the Respondent was upsetting and that she was on edge when she was around. She said that she had real fear that she would bump into her and that she could be injured. She said that she has had health issues and that her sleep pattern has been disturbed because of the actions of the Respondent. She said that the situation with the Respondent causes her "deep anxiety. She said that she had considered moving but that she likes her room and the other tenants so much that she decided not to.

#### Submissions

- 53. Mr Casiday asked the tribunal to accept the evidence of Mr McMillan and Ms Kaali. He said that the tribunal had copies of various emails where tenants had complained to the Applicant and copies of its communications to the Respondent requesting that she change her behaviour towards other tenants.
- 54. Mr Casiday said that Ms Kaali had described her emotional response to what the Respondent did and he invited the tribunal to determine that, on the balance of probabilities, the Respondent's behaviour amounted to anti-social behaviour.
- 55. Mr Casiday submitted that, if the tribunal found the ground of eviction to be met, it is reasonable for the order to be granted. He said that it is thought that the Respondent is a person in her early fifties but could offer no further information on her. He submitted that it would be reasonable for the Applicant to recover the Property because of the inconvenience and distress caused to other tenants in the building, as set out by Ms Kaali in her evidence. He also referred to the copy correspondence from tenants in the building and the Applicant's letter to the Respondent. He said that the Applicant has an obligation to ensure that tenants in the HMO are able to live in their properties free from interference from the Respondent.
- 56.Mr Casiday said that the tribunal should consider that, not only did the Respondent not react appropriately when asked by the Applicant to desist from

her various courses of action, she had also not engaged with the Tribunal process.

- 57. Mr Casiday said that, if the tribunal determined to grant the order of eviction, it would be reasonable, in all the circumstances for there to be a delay in implementation of the eviction given the time of year and the necessity for the Respondent to interact with agencies who would be closed for part of the festive season. He suggested that the beginning of February would be appropriate.
- 58. The tribunal had the advantage of the written representations submitted by the Respondent. In addressing the merits of the application, the Respondent states that she denies "the charge of anti-social behaviour" and that "it is simply a case of my word against a group of people who have lied." The Respondent makes no other representations in relation to the merits.
- 59. The Respondent provides information with regard to her health and also her disabilities. She provided the said letter from her GP.
- 60. The Respondent stated that she has tried to get free legal advice over the previous three to four years but has been unable to do so.
- 61. In her representations, the Respondent stated that the Property is accessed by steps which she finds difficult to navigate. She set out other reasons why she considers the Property to be unsuitable for her. She indicated that, if social services find a property for her, it would require to be on the ground floor and meet certain other requirements because of her needs.

## **Discussion and Determination**

The Law

## Part 1, Schedule 3 of the Private Housing (Tenancies) (Scotland) Act 2016

Breach of tenancy agreement

11(1) It is an eviction ground that the tenant has failed to comply with an obligation under the tenancy.

(2) The First-tier Tribunal may find that the ground named by sub-paragraph (1) applies if—

(a) the tenant has failed to comply with a term of the tenancy, and

(b) the Tribunal considers it to be reasonable to issue an eviction order on account of that fact.

(3) The reference in sub-paragraph (2) to a term of the tenancy does not include the term under which the tenant is required to pay rent.

# Anti-social behaviour

14(1) It is an eviction ground that the tenant has engaged in relevant anti-social behaviour.

(2) The First-tier Tribunal may find that the ground named by sub-paragraph (1) applies if—

(a) the tenant has behaved in an anti-social manner in relation to another person,

(b) the anti-social behaviour is relevant anti-social behaviour,

(ba) the Tribunal is satisfied that it is reasonable to issue an eviction order on account of that fact, and

(c) either—

(i) the application for an eviction order that is before the Tribunal was made within 12 months of the anti-social behaviour occurring, or

(ii) the Tribunal is satisfied that the landlord has a reasonable excuse for not making the application within that period.

(3) For the purposes of this paragraph, a person is to be regarded as behaving in an anti-social manner in relation to another person by—

(a) doing something which causes or is likely to cause the other person alarm, distress, nuisance or annoyance,

(b) pursuing in relation to the other person a course of conduct which-

(i) causes or is likely to cause the other person alarm, distress, nuisance or annoyance, or

(ii) amounts to harassment of the other person.

(4) In sub-paragraph (3)—

- "conduct" includes speech,
- "course of conduct" means conduct on two or more occasions,
- "harassment" is to be construed in accordance with section 8 of the Protection from Harassment Act 1997.

(5) Anti-social behaviour is relevant anti-social behaviour for the purpose of subparagraph (2) (b) if the Tribunal is satisfied that it is reasonable to issue an eviction order as a consequence of it, given the nature of the anti-social behaviour and—

(a) who it was in relation to, or

(b) where it occurred.

- 62. The tribunal determined that the Applicant had properly served the notice to quit, that the Respondent had been given the appropriate period of notice and that the appropriate notice had been given to the local authority in terms of the Homelessness etc (Scotland) Act 2003.
- 63. The tribunal required to take a two -stage approach to the application. It had to first determine whether there is sufficient evidence that the Respondent has engaged in relevant anti-social behaviour. If it finds that the Respondent has, then it must consider whether it is reasonable to grant the order of eviction.
- 64. The tribunal had regard to the written evidence and accepted that tenants in the building had raised complaints with the Applicant which had led it to write to the Respondent about her behaviour. The application to the Tribunal was made within 12 months of the Respondent's course of conduct which gave rise to it.
- 65. The tribunal found the evidence of Mr McMillan and Ms Kaali to be credible. It accepted that the Respondent did invade other tenants' space and did create unacceptable noise when chanting. Such a course of conduct would be significant in an HMO where a number of tenants were sharing the kitchen.
- 66. The tribunal considered whether the Respondent's conduct caused or was likely to cause alarm, distress, nuisance or annoyance to another person. Ms Kaali was measured in her evidence and there was no indication that she was exaggerating the effect on her. Her evidence was particularly compelling in relation to the Respondent making physical contact with her on more than one occasion. She said that she was afraid there might be an accident and feared that she might be injured. In relation to the incident on 22 February 2024, Ms Kaali said that she felt she had been assaulted and that she was incensed, alarmed and distressed by the Respondent's behaviour.
- 67. The evidence of Mr McMillan and the written evidence before the tribunal was supportive of that of Ms Kaali. The tribunal accepted that the Applicant had received nine complaints from tenants in the building.

- 68. The Respondent had not engaged meaningfully with the Tribunal process but she had made representations in which she said that tenants in the building were lying.
- 69. On the balance of probabilities, the tribunal determined that the Respondent had engaged in a course of anti-social behaviour, particularly in regard to Ms Kaali from whom we heard evidence.
- 70. The tribunal had to determine whether it was reasonable to issue an eviction order. Such a determination is arrived at after a weighing and balancing exercise. The tribunal is obliged to consider the whole of the circumstances and take into account all factors. In Cumming v Danson [1942] 2 All ER653, Lord Greene MR said:

".... In considering reasonableness... it is in my opinion, perfectly clear that the duty of the judge is to take into account all relevant circumstances as they exist at the date of the hearing. That he must do in what I venture to call a broad commonsense way as a man of the world, and come to his conclusion giving such weight as he thinks right to the various factors in the situation. Some factors may have little or no weight, others may be decisive, but it is quite wrong for him to exclude from his consideration matters which he ought to take into account."

71. In considering reasonableness the tribunal requires to balance the rights of both parties and to discard any issues which it does not consider to be relevant. The tribunal had regard to the comments of the Upper Tribunal in Manson & Downie v Turner 2023 UT 38 in which Sheriff Collins KC stated at paragraph 42:

".....the establishment of the facts ..... is prima facie sufficient to establish that it is reasonable to issue an eviction order under this ground. Where, as here, both the landlord and the tenant put evidence before the FTS in an attempt to establish other facts relevant to reasonableness, its first task is to assess that evidence and make clear findings of fact in relation to it. Having done so, it must then weigh and balance all the relevant facts found by it."

72. The tribunal considered the facts established in the case before it. It had determined that the Respondent had behaved in an anti-social manner towards Ms Kaali. This was a matter which required to be part of the balancing exercise carried out by it. The Applicant owns the building which comprises an HMO and had granted tenancies to a number of individuals who share common facilities,

particularly a kitchen. The Applicant had an obligation to all its tenants to ensure that they have peaceful enjoyment of their tenancies. The tribunal found that the Respondent had disrupted such peaceful enjoyment.

- 73. In respect of the matter of anti-social behaviour, the Respondent had offered no evidence and her representations merely stated that people were lying with regard to the allegations against her.
- 74. The Respondent had provided information about her personal circumstances which was useful to the tribunal in carrying out its balancing exercise. Although the letter from the Respondent's GP was not provided on soul and conscience, the tribunal accepted its terms. It stated that the Respondent has mobility issues and uses a stick. This was supported by the evidence of Ms Kaali. It also stated that the Respondent has a diagnosis of fibromyalgia, long covid, severe food allergies and suffers from claustrophobia.
- 75. The Respondent's representations state that she is in receipt of State benefits because of her disabilities. They refer to her difficulties in accessing the building because of steep steps and also to accessing the Property. The Respondent states that she has only been able to leave the building on a limited number of occasions and describes herself as being housebound. She states in regard to the Property: *"I have developed claustrophobia from living in this room. There is only a small view of the outside where I can see the sky due to vertical decking directly outside the window."*
- 76. The Representations of the Respondent give details of her attempts to engage with "Social Services" to find another property.
- 77. The tribunal considered the relative position of the parties in relation to the application. It accepted that the Respondent's health is not good. Her own representations are that she does not consider the Property to be suitable for her. The issues which have given rise to the application would probably not have arisen were the Property not within an HMO. The tribunal considered that, taking into account the Applicant's responsibilities to other tenants and also the personal circumstances of the Respondent, it is reasonable to grant the order of eviction. In coming to its conclusion, the tribunal took into account the Respondent's acceptance that the Property is not suitable for her needs.
- 78. The tribunal accepted the submission of Mr Casiday that the eviction should be deferred and it determined that the date should be 3 February 2025.

#### **Right of Appeal**

In terms of Section 46 of the Tribunal (Scotland) Act 2014, a party aggrieved by the decision of the Tribunal may appeal to the Upper Tribunal for Scotland on a

point of law only. Before an appeal can be made to the Upper Tribunal, the party must first seek permission to appeal from the First-tier Tribunal. That party must seek permission to appeal within 30 days of the date the decision was sent to them.

Martin J. McAllister Legal Member 3 December 2024 Date