



LONDON BOROUGH OF
HARROW

Personnel Appeals Panel (Disciplinary) Agenda

Date: **Wednesday 19 July 2023**

Time: **10.00 am ***

Venue: **Meeting Room 5, First Floor - Harrow Council Hub**

* **Please note:** There will be a briefing for Members of the Panel at 9.30am in Meeting room 1-MR-05

Membership (Quorum 3)

Christopher Baxter

Kanti Rabadia

Nitin Parekh

Contact: Nikoleta Kemp, Senior Democratic & Electoral Services Officer
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Agenda publication date: Tuesday 11 July 2023

Agenda - Part I

1. Appointment of Chair

To appoint a Chair for the purposes of this meeting.

2. Declarations of Interest

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from all Members of the Panel.

3. Minutes

[Note: Personnel Appeals Panel minutes are:-

- (1) approved following each meeting by the Members serving on that particular occasion and signed as a correct record by the Chairman for that meeting;
- (2) not submitted to the next panel meeting for approval.

Reasons: The Personnel Appeals Panel is constituted from a pooled membership. Consequently, a subsequent Panel meeting is likely to comprise a different Chairman and Members who took no part in the previous meeting's proceedings. The process referred to at (1) above provides appropriate approval scrutiny].

4. Exclusion of the Press and Public

To resolve that the press and public be excluded from the meeting for the following items of business, on the grounds that they involve the likely disclosure of confidential information in breach of an obligation of confidence, or of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972:

| <u>Agenda Item No</u> | <u>Title</u> | <u>Description of Exempt Information</u> |
|-----------------------|---------------------|---|
| 5 | Disciplinary Appeal | Information under paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972, relating to any individual. |

Agenda - Part II

5. Disciplinary Appeal (Pages 7 - 224)

- (i) Procedure for Hearing and Disciplinary Procedure (pages 5 - 45)
- (ii) Appellant's Case Statement (pages 47-53)
- (iii) Management's Case Statement (pages 55-219)

Appendix 1 (pages 170 - 174)

Appendix 2 (page 175)

Appendix 3 (pages 176 - 177)

Appendix 4 (pages 178 - 179)

Appendix 5 (pages 180 - 197)

Appendix 6 (page 198)

Appendix 7 (page 199)
Appendix 8 (page 200)
Appendix 9 (page 201)
Appendix 10 (page 202)
Appendix 11 (pages 203 - 212)
Appendix 12 (pages 213 – 215)