



PERSONNEL APPEALS PANEL (DISCIPLINARY)

WEDNESDAY 12 JULY 2006
9.30 AM *

PANEL AGENDA (LICENSING AND GENERAL PURPOSES)

COMMITTEE ROOM 4
HARROW CIVIC CENTRE

* Please note: There will be a briefing for Members of the Panel at 8.45 am
in Committee Room 4

MEMBERSHIP

Councillors:

Mrs Lurline Champagnie
Mrs Anjana Patel
Bob Currie

Issued by the Democratic Services Section,
Legal Services Department

Contact: Sara Mirza, Democratic Services Officer
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***NOTE FOR THOSE ATTENDING THE MEETING:
IF YOU WISH TO DISPOSE OF THIS AGENDA, PLEASE LEAVE IT BEHIND AFTER THE MEETING.
IT WILL BE COLLECTED FOR RECYCLING.***

HARROW COUNCIL

PERSONNEL APPEALS PANEL

WEDNESDAY 12 JULY 2006

AGENDA - PART I

1. **Appointment of Chair:**

To appoint a Chair of the Panel for the purposes of this meeting.

2. **Declarations of Interest:**

To receive declarations of personal or prejudicial interests, arising from business to be transacted at this meeting, from all Members present.

3. **Arrangement of Agenda:**

To consider whether any of the items listed on the agenda should be considered with the press and public excluded on the grounds that it is thought likely, in view of the nature of the business to be transacted, that there would be disclosure of confidential information in breach of an obligation of confidence or of exempt information as defined in Part 1 of Schedule 12A to the Local Government Act 1972 (as requested).

4. **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 Chair for that meeting;
- (2) printed into the Council Minute Volume, published monthly;
- (3) 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 Chair and Members who took no part in the previous meeting's proceedings. The process referred to at (1) above provides appropriate approval scrutiny].

AGENDA - PART II

5. **Disciplinary Appeal:**

- Enc. (a) Procedure for Hearing:
[Pages 1 – 2]
- Enc. (b) Disciplinary Procedure:
[Pages 3 – 20]
- Enc. (c) Appellants' Statement:
[Pages 21 – 22]

Enc.

(d) Management's Case Statement [Pages 23 - 40]:

Enclosure 1 [Pages 41 – 48]

Enclosure 2 [Pages 49 – 56]

Enclosure 3 [Pages 57 – 68]

Enclosure 4 [Pages 69 – 76]

Enclosure 5 [Pages 77 – 84]

Enclosure 6 [Pages 85 – 90]

Enclosure 7 [Pages 91 – 94]

Enclosure 8 [Pages 95 – 102]

Enclosure 9 [Pages 103 – 152]

Enclosure 10 [Pages 153 – 160]

Enclosure 11 [Pages 161 – 162]

Enclosure 12 [Pages 163 – 166]

Enclosure 13 [Pages 167 – 170]

(Note: The above reports are included in Part II of the agenda as they contain exempt information in accordance with Paragraph 1 of Schedule 12A to the Local Government Act 1972 (as amended). (Information relating to any individual).

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