



# PERSONNEL APPEALS PANEL (GRIEVANCE)

FRIDAY 6 OCTOBER 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 Camilla Bath  
Manji Kara  
Mrs Margaret Davine

Issued by the Democratic Services Section,  
Legal Services Department

Contact: Kevin Unwin, 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**

**FRIDAY 6 OCTOBER 2006**

**AGENDA - PART I**

1. **Appointment of Chairman:**

To appoint a Chairman for the purposes of the 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 amended).

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. Grievance Appeal:

- (i) Procedure for Hearing [Page 1]
- (ii) Grievance Procedure [Pages 2-6]
- (iii) Appellant's Statement [Pages 7- ]
- (iv) Evidence Submitted by Appellant [Pages 19 – 138]
  
- (v) Additional Documentation Submitted by Appellant [Pages 139 – 281]
  
- (vi) Management's Case Statement [Pages 282 - 284]
  - Appendices Content [Page 285]
  - Grievance Procedure [Pages 286 – 290]
  - Appendix 1 [Pages 291 – 294]
  - Appendix 2 [Pages 295 – 299]
  - Appendix 3 [Pages [300 – 301 PLUS 324 – 335]
  - Appendix 4 [Pages 302 – 308]
  - Appendix 5 [Pages 309 – 323]
  - Appendix 6 [Pages 19 – 138]
  - Appendix 7 [Pages 336 – 344]
  - Appendix 8 [Page 345]
  - Appendix 9 [Pages 346 – 347]
  - Appendix 10 [Pages 348 – 350]

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