



PERSONNEL APPEALS PANEL (DISCIPLINARY)

WEDNESDAY 29 NOVEMBER 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:

Joyce Nickolay
Mrs Anjana Patel
Graham Henson

Issued by the Democratic Services Section,
Legal Services Department

Contact: Kevin Unwin, Committee Administrator
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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 29 NOVEMBER 2006

AGENDA - PART I

1. **Appointment of Chairman:**

To appoint a Chairman 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 (Access to Information) 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. Disciplinary Appeal:

- (i) Procedure for hearing [Page 1]
- (ii) Disciplinary Procedure [Pages 2 – 8]
- (iii) Appellant's Statement [Pages 9 -10]
 - Appendix 1 [Pages 11 – 13]
 - Appendix 2 [Pages 14 – 15]
 - Appendix 3 [Page 16]
 - Appendix 4 [Page 17]
 - Appendix 5 [Page 18]
 - Appendix 6 [Page 19]
 - Appendix 7 [Pages 20-21]
 - Appendix 8 [Pages 22 – 23]
 - Appendix 9 [Pages 24 – 25]
 - Appendix 10 [Pages 26 – 27]
 - Appendix 11 [Pages 28 – 29]
 - Appendix 12 [Page 30]
 - Appendix 13 [Page 31]
 - Appendix 14 [Page 32]
 - Appendix 15 [Page 33]
 - Appendix 16 [Page 34]
 - Appendix 17 [Page 35]
 - Appendix 18 [Page 36]
 - Appendix 19 [Page 37]
 - Appendix 20 [Pages 38 – 39]
 - Appendix 21 [Pages 40 – 48]
 - Appendix 22 [Page 49]
 - Appendix 23 [Pages 50 – 51]
 - Appendix 24 [Page 52 -54]
- (iv) Management's Case Statement [Pages 55 – 64]
 - Appendix 1 [Pages 65 – 68]
 - Appendix 2 [Pages 70 – 76]
 - Appendix 3 [Pages 77- 81]
 - Appendix 4 [Pages 82 – 84]
 - Appendix 5 [Pages 85 – 86]
 - Appendix 6 [Pages 87 – 92]
 - Appendix 7 [Pages 93 – 95]
 - Appendix 8 [Pages 96 – 97]
 - Appendix 9 [Pages 98 – 101]
 - Appendix 10 [Page 102]
 - Appendix 11 [Pages 103 – 105]
 - Appendix 12 [Pages 106 – 107]
 - Appendix 13 [Page 108]
 - Appendix 14 [Pages 109 – 120]
 - Appendix 15 [Pages 121 – 123]
 - Appendix 16 [Pages 124 – 125]
 - Appendix 17 [Pages 126- 127]
 - Appendix 18 [Pages 128 – 136]
 - Appendix 19 [Page 137]
 - Appendix 20 [Pages 138 – 151]
 - Appendix 21 [Pages 152 – 166]

(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).