



# PERSONNEL APPEALS PANEL (GRIEVANCE)

WEDNESDAY 12 DECEMBER 2007  
9.30 AM \*

PANEL AGENDA (LICENSING AND GENERAL PURPOSES)

COMMITTEE ROOM 6,  
HARROW CIVIC CENTRE

\* Please note: There will be a briefing for Members of the Panel at 8.45 am  
in Committee Room 6

## MEMBERSHIP

Councillors:

Salim Miah  
Joyce Nickolay  
Raj Ray

Issued by the Democratic Services Section,  
Legal and Governance Services Department

Contact: Paul Tenconi, Democratic Services Officer  
Tel: 020 8424 1264 E-mail: paul.tenconi@harrow.gov.uk

***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 DECEMBER 2007**

**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:

- (a) all Members of the Committee, Sub Committee, Panel or Forum;
- (b) all other Members present in any part of the room or chamber.

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.

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 Chairman 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 Chairman 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 7-10]

Appendix 1 [Pages 11-14]

Appendix 2 [Page 15]

Appendix 3 [Pages 16-18]

- (iv) Management's Case Statement [Pages 19-20]

Appendix 1a [Page 21]

Appendix 1b [Pages 22-23]

Appendix 2 [Pages 24-27]

Appendix 3 [Pages 28-30]

[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 (information relating to any individual).]

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