



# PERSONNEL APPEALS PANEL (GRIEVANCE)

**MONDAY 28 APRIL 2008  
9.30 AM \***

**PANEL AGENDA (LICENSING AND GENERAL PURPOSES)**

**COMMITTEE ROOM 5,  
HARROW CIVIC CENTRE**

\* Please note: There will be a briefing for Members of the Panel at 8.45 am  
in Committee Room 5

## MEMBERSHIP

Councillors:

Mrs Lurline Champagne  
Mrs Anjana Patel  
Graham Henson

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

Contact: Maureen O'Sullivan, Democratic Services Officer  
Tel: 020 8424 1323 E-mail: maureen.osullivan@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**

**MONDAY 28 APRIL 2008**

**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 of the Panel.

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 7-9)

Appendix One (Pages 10-11)  
Appendix Two (Pages 12-14)  
Appendix Three (Pages 15-18)  
Appendix Four (Page 19)  
Appendix Five (Pages 20-21)  
Appendix Six (Pages 22-28)  
Appendix Seven (Pages 29-32)  
Appendix Eight (Page 33)  
Appendix Nine (Page 34)  
Appendix Ten (Pages 35-36)  
Appendix Eleven (Pages 37-74)

- (iv) Management's Case Statement (Pages 75-82)

Appendix One (Pages 83-84)  
Appendix Two (Pages 85-89)  
Appendix Three (Page 90)  
Appendix Four (Pages 91-94)  
Appendix Five (Pages 95-96)  
Appendix Six (Page 97)  
Appendix Seven (Pages 98-102)  
Appendix Eight (Page 103)  
Appendix Nine (Pages 104-106)  
Appendix Ten (Pages 107-109)  
Appendix Eleven (Pages 110-111)  
Appendix Twelve (Page 112)  
Appendix Thirteen (Page 113)  
Appendix Fourteen (Pages 114-117)  
Appendix Fifteen (Page 118)  
Appendix Sixteen (Pages 119-120)  
Appendix Seventeen (Page 121)

[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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