



# PERSONNEL APPEALS PANEL (GRIEVANCE)

**TUESDAY 6 JANUARY 2009  
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 9.00 am  
in Committee Room 5

## MEMBERSHIP (Quorum 3)

### Councillors:

Mrs Camilla Bath  
Mrs Lurline Champagnie  
Raj Ray

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

Contact: Vishal Seegoolam, Senior Democratic Services Officer  
Tel: 020 8424 1883 E-mail: [vishal.seegoolam@harrow.gov.uk](mailto:vishal.seegoolam@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**

**TUESDAY 6 JANUARY 2009**

**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 of the Panel.

3. **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) 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].

4. **Exclusion of the Press and Public:**

To resolve that the press and public be excluded from the meeting for the following item of business, on the grounds that it involves the likely disclosure of confidential information in breach of an obligation of confidence, or of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972:

<u>Agenda Item No</u>	<u>Title</u>	<u>Description of Exempt Information</u>
5.	Grievance Appeal	Paragraph 1 (relating to any individual)

**AGENDA - PART II**

Enc. 5. **Grievance Appeal:**

- (i) Procedure for Hearing (Pages 1 – 4).
- (ii) Grievance Procedure (Pages 5 – 10).
- (iii) Appellant's Statement (Pages 11 -16).

(iv) Management's Case Statement (Pages 17 – 21).

Appendix One (Pages 22 – 24).

Appendix Two (Pages 25 – 27).

Appendix Three (Pages 28 – 30).