



# PERSONNEL APPEALS PANEL (GRIEVANCE)

**MONDAY 6 APRIL 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

Councillors:

Mrs Lurline Champagne  
Anjana Patel  
Bill Stephenson

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**

**MONDAY 6 APRIL 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 items of business, on the grounds that they involve 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 – 36).

- Appendix 1 (Pages 37 – 61).
- Appendix 2 (Pages 62 – 64).
- Appendix 3 (Pages 65 - 81).
- Appendix 4 (Pages 82 – 88).
- Appendix 5 (Pages 89 – 95).
- Appendix 6 (Pages 96 – 97).
- Appendix 7 (Pages 98 – 100).
- Appendix 8 (Pages 101 – 105).
- Appendix 9 (Pages 106 – 110).
- Appendix 10 (Pages 111 – 119).
- Appendix 11 (Pages 120 – 126).

- (iv) Management's Case Statement (Pages 127 – 138).

- Appendix 1 (Pages 139 – 140).
- Appendix 2 (Page 141).
- Appendix 3 (Page 142).
- Appendix 4 (Pages 143 – 148).
- Appendix 5 (Page 149).
- Appendix 6 (Page 150).
- Appendix 7 (Page 151).
- Appendix 8 (Page 152).
- Appendix 9 (Page 153).
- Appendix 10 (Page 154).
- Appendix 11 (Pages 155 – 199).
- Appendix 12 (Pages 200 – 201).
- Appendix 13 (Pages 202 – 203).
- Appendix 14 (Pages 204 – 207).
- Appendix 15 (Page 208).
- Appendix 16 (Pages 209 – 210).

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