



# PERSONNEL APPEALS PANEL (GRIEVANCE)

WEDNESDAY 13 MAY 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 (To be confirmed at the Special Licensing and General Purposes Committee Meeting on Monday 11 May 2009.

Councillors:

Mrs Camilla Bath  
Joyce Nickolay  
Raj Ray

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

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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 13 MAY 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 – 16).

Appendix A (Pages 17 – 21).  
Appendix B (Pages 22 – 24).  
Appendix C (Pages 25 – 31).  
Appendix D (Pages 32 – 37).  
Appendix E (Page 38).  
Appendix F (Pages 39 – 44).  
Appendix G (Pages 45 – 52).  
Appendix H (Pages 53 – 54).  
Appendix I (Pages 55 – 58).  
Appendix J (Pages 59 – 61).  
Appendix K (Pages 62 – 68).

(iv) Management's Case Statement (Pages 69 – 72).

Appendix 1 (Pages 73 – 76).