



# **PERSONNEL APPEALS PANEL (GRIEVANCE AND DISCIPLINARY)**

**THURSDAY 25 JUNE 2009  
10.00 AM \***

**COMMITTEE ROOM 6,  
HARROW CIVIC CENTRE**

**AND**

**FRIDAY 26 JUNE 2009  
10.00 AM (IF REQUIRED)**

**COMMITTEE ROOM 6,  
HARROW CIVIC CENTRE**

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

\* Please note: There will be a briefing for Members of the Panel at 9.30 am  
in Committee Room 6

## **MEMBERSHIP**

### **Councillors:**

**Joyce Nickolay  
Salim Miah  
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**

***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**

**THURSDAY 25 JUNE 2009 AND FRIDAY 26 JUNE 2009 (IF REQUIRED)**

**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	Information under paragraph 1, relating to any individual.
6.	Disciplinary Appeal	Information under 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).
- (iv) Management's Case Statement (Pages 37 – 100).

Enc. 6.

**Disciplinary Appeal:**

- (i) Procedure for Hearing (Pages 101 – 104).
- (ii) Disciplinary Procedure (Pages 105 – 114).
- (iii) Appellant's Statement (Pages 115 – 236).
- (iv) Management's Case Statement (Pages 237 – 253).
  - Appendix 1 (Pages 254 – 263).
  - Appendix 2 (Pages 264 – 265).
  - Appendix 3 (Pages 266 – 272).
  - Appendix 4a (Pages 273 – 297).
  - Appendix 4b (Pages 298 – 302).
  - Appendix 4c (Pages 303 – 321).
  - Appendix 4d (Pages 322 – 338).
  - Appendix 4e (Pages 339 – 354).
  - Appendix 4f (Pages 355 – 381).
  - Appendix 4g (Pages 382 – 384).
  - Appendix 5 (Pages 385 – 393).
  - Appendix 6 (Pages 394 – 395).
  - Appendix 7 (Pages 396 – 398).