



# **PERSONNEL APPEALS PANEL (DISCIPLINARY)**

**MONDAY 7 DECEMBER 2009  
9.30 AM \***

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

**COMMITTEE ROOM 3,  
HARROW CIVIC CENTRE**

\* Please note: There will be a briefing for Members of the Panel at 9.00 am  
in Committee Room 3

## **MEMBERSHIP**

### **Councillors:**

**Mrs Camilla Bath  
Mrs Lurline Champagnie  
Raj Ray**

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

**Contact: Michael Gaughan, Acting Democratic Services Officer  
Tel: 020 8424 1323 E-mail: michael.gaughan@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 7 DECEMBER 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<br/>Item No</u> | <u>Title</u>        | <u>Description of Exempt Information</u>  |
|---------------------------|---------------------|---|
| 5.                        | Disciplinary Appeal | Information under paragraph 1 of Part I of Schedule 12A to the Local Government Act 1972, relating to any individual. |

## **AGENDA - PART II**

- Enc. 5. **Disciplinary Appeal:** (Pages 1 - 134)
- (i) Procedure for the Hearing (Pages 1 – 4)
  - (ii) Disciplinary Procedure (Pages 5 – 40)
  - (iii) Appellant's Case Statement (Pages 41 – 122)
  - (iv) Management's Case Statement (Pages 123 – 128)
    - Appendix 1 (Pages 129 – 130)
    - Appendix 2 (Page 131)
    - Appendix 3 (Page 132)
    - Appendix 4 (Pages 133 – 134)

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