

# Personnel Appeals Panel (Disciplinary) Agenda

**Date:** Wednesday 2 June 2021

**Time:** 10.00 am \*

**Venue:** Virtual Meeting - Online

\* **Please note:** There will be a virtual briefing for Members of the Panel at 09:30am.

## **Membership (Quorum 3)**

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Jerry Miles

Kiran Ramchandani

Richard Almond

**Contact:** Mwim Chellah, Senior Democratic and Electoral Services Officer  
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**Agenda publication date: Friday 21 May 2021**

# Agenda - Part I

1. **Appointment of Chair**  
To appoint a Chair for the purposes of this meeting.
2. **Declarations of Interest**  
To receive declarations of disclosable pecuniary or non pecuniary 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	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

5. **Disciplinary Appeal (Pages 5 - 6)**
  - 5(a) Procedure for Hearing and Disciplinary Procedure (Pages 7 - 48)
  - 5(b) Appellant's Case Statement (Pages 49 - 58)
    - Appendix 1 (pages 49 - 51 )
    - Appendix 2 (pages 52 - 53)
    - Appendix 3 (pages 54-58)

5(c) Management's Case Statement (Pages 59 - 176)

Appendix 1 (pages 59 - 61)

Appendix 2 (pages 62 - 64)

Appendix 3 (pages 65 - 67)

Appendix 4 (pages 67 - 69)

Appendix 5 (pages 69 - 71)

Appendix 6 (pages 71 - 79)

Appendix 7 (pages 79 - 89)

Appendix 8 (pages 90 - 97 )

Appendix 9 (pages 97 - 97)

Appendix 10 (pages 99 - 99)

Appendix 11 (pages 101 - 101)

Appendix 12 (pages 103 - 103)

Appendix 13 (pages 105 - 105)

Appendix 14 (pages 107 - 107)

Appendix 15 (pages 109 - 109)

Appendix 16 (pages 111 - 111)

Appendix 17 (pages 113 - 113)

Appendix 18 (pages 115 - 115)

Appendix 19 (pages 117 - 120 )

Appendix 20 (pages 121 - 123)

Appendix 21 (pages 125 - 125)

Appendix 22 (pages 127 - 127)

Appendix 23 (pages 129 - 129)

Appendix 24 (pages 131 - 135)

Appendix 25 (pages 137 - 139)

Appendix 26 (pages 141 - 142)

Appendix 27 (pages 145 - 146)

Appendix 28 (pages 149 - 150)

Appendix 29 (pages 151 - 152)

Appendix 30 (pages 155 - 155)

Appendix 31 (pages 161 - 162)

Appendix 32 (pages 165 - 176)

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