



LONDON BOROUGH OF
HARROW

Personnel Appeals Panel (Disciplinary) Agenda

Date: **Wednesday 8 May 2024**

Time: **10.00 am ***

Venue: **Meeting Room 4, First Floor - Harrow Council
Hub, Forward Drive, Harrow, HA3 8LU**

*** Please note:** There will be a briefing for Members of the Panel at 9:30am in Meeting Room 4, First Floor

Membership (Quorum 3)

Councillors

Matthew Goodwin-Freeman
Jerry Miles
Yogesh Teli

Contact: Andrew Seaman, Senior Democratic & Electoral Services Officer
Tel: 07928 512790 E-mail: andrew.seaman5@harrow.gov.uk

Scan this code for the electronic agenda:



Useful Information

Attending the Meeting in person

Directions by car:

Please access the Harrow Council Hub via Forward Drive. The venue is accessible to people with special needs. If you have specific requirements, please contact the officer listed on the front page of this agenda. You will be admitted on a first-come-first basis and directed to seats.

Please:

- (1) Stay seated.
- (2) Put mobile devices on silent.
- (3) Follow instructions of the Security Officers.
- (4) Advise Security on your arrival if you are a registered speaker.

Agenda publication date: Monday 29 April 2024

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 - 978)

(i) Procedure for Hearing and Disciplinary Procedure (pages 5-46)

(ii) Appellant's Case Statement (pages 47-56)

Appendix 1a to 1f (pages 57-112)

Appendix 2 (pages 113 - 114)

Appendix 3a to 3d (pages 115 - 122)

Appendix 4a to 4f (pages 123 - 138)

Appendix 5a to 5d (pages 139 - 152)

Appendix 6a to 6g (pages 153 - 176)

Appendix 7a to 7f (pages 177 - 412)

Appendix 8a to 8c (pages 413 - 464)

(iii) Management's Case Statement (pages 467-978).

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank