

# Personnel Appeals Panel AGENDA

**DATE:** Wednesday 20 June 2018

**TIME:** 10.00 am \*

**VENUE:** Committee Room 6, Harrow Civic Centre

\* **Please note:** There will be a briefing for Members of the Panel at 9.30am in Committee Room 5

## MEMBERSHIP

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### Councillors:

Ghazanfar Ali  
Richard Almond  
Kiran Ramchandani

**Contact:** Alison Atherton, Senior Professional Democratic Services  
Tel: 020 8424 1266 E-mail: [alison.atherton@harrow.gov.uk](mailto:alison.atherton@harrow.gov.uk)

## **Useful Information**

### **Meeting details:**

Directions to the Civic Centre can be found at:  
<http://www.harrow.gov.uk/site/scripts/location.php>.

### **Filming / recording of meetings**

When present in the meeting room, silent mode should be enabled for all mobile devices.

### **Meeting access / special requirements.**

The Civic Centre is accessible to people with special needs. There are accessible toilets and lifts to meeting rooms. If you have special requirements, please contact the officer listed on the front page of this agenda.

An induction loop system for people with hearing difficulties is available. Please ask at the Security Desk on the Middlesex Floor.

**Agenda publication date: Tuesday 12 June 2018**

## 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 Chair 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 Chair 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 item of business, on the grounds that it involves 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 - 162)

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

(ii) Appellant's Case Statement (pages 47-58)

Appendix 1 (pages 59-64)

Appendix 2 (pages 65-66)

Appendix 3 (page 67)

Appendix 4 (page 68)

Appendix 5 (pages 69-75)

Appendix 6 (pages 76-94)

Appendix 7 (page 95)

Appendix 8 (pages 96-97)

Appendix 9 (pages 98-106)

Appendix 10 (pages 107-114)

Appendix 11 (pages 115-122)

(iii) Management's Case Statement (pages 123-162)