

# AUDIT AND CORPORATE GOVERNANCE (STAFF APPEALS) SUB-COMMITTEE (PANEL A)

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THURSDAY, 2 SEPTEMBER 2021 AT 10.00 AM  
COMMITTEE ROOM 3, CROWNDALE CENTRE, 218 EVERSOLT STREET, LONDON,  
NW1 1BD

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## MEMBERS

Councillors Oliver Lewis (L), Nadia Shah (L) and Stephen Stark (C)

## SUBSTITUTE MEMBERS

Councillors Steve Adams (C), Meric Apak (L), Julian Fulbrook (L),  
Alison Kelly (L), Angela Mason (L), Richard Olszewski (L), Luisa Porritt  
(LD), Abdul Quadir (L) and Tom Simon (LD)

L = Labour, C = Conservative, LD = Liberal Democrat

Issued on: Tuesday, 24 August 2021

## **CROWDALE CENTRE CORONAVIRUS AND FIRE EVACUATION MEASURES**

Everyone is welcome to observe public meetings in Camden. However, whilst social distancing measures remain in place, meeting room capacity is very limited and so all public meetings will be webcast live at [www.camden.gov.uk/webcast](http://www.camden.gov.uk/webcast). The public is urged to watch the live stream rather than to attend in person.

If you are planning to attend a meeting in person, please note the following:-

- All attendees are strongly advised to take a free Lateral Flow Test before you attend the meeting. Home testing kits are available from <https://www.gov.uk/order-coronavirus-rapid-lateral-flow-tests> or you can find out where your nearest test centre is at <https://maps.test-and-trace.nhs.uk/>. If you test positive, please self-isolate with your household and book a follow-up PCR test within 48 hours to confirm the result.
- If you are feeling unwell, please do not attend. If you have symptoms of Covid-19 (a high temperature, a new continuous cough or a loss or change to your sense of smell or taste), you should self isolate and get a coronavirus test.
- Entrance to the public gallery is via Staircase A, accessed via the gate to the Medical Centre on Crowndale Road. Once through the gates, take the gated bridge to the right and follow the instructions of security staff.
- Unless you are exempt, you must wear a face covering at all times once inside the building, except when you are seated in the public gallery.
- Hand sanitiser stations will be available – please sanitise on arrival and at regular intervals during your visit.
- Please observe social distancing and maintain a distance of 2m from others whilst inside the building.

If the fire alarm sounds continuously, or if you are instructed to do so, leave the building quickly and calmly by the nearest available exit. Do not stop to collect personal belongings. Fire exit doors are clearly marked and lead via the staircases to Crowndale Road or Eversholt Street.

Do not use the lifts. If you are a wheelchair user or have a mobility problem which prevents you from using the staircases, please proceed to the lift lobby area where you will be evacuated from the building.

Do not wait immediately outside the building – proceed to Oakley Square and await further instructions.

## **MEETINGS IN CAMDEN**

Agendas for public meetings are available in advance on the Council's website at [www.camden.gov.uk](http://www.camden.gov.uk). If you are interested in a particular item being considered at a meeting and you wish to speak (called making a deputation), please write to the Committee Officer listed on the front of the agenda. The deadline for deputation requests for this meeting is 5pm on Tuesday, 31 August 2021. If your deputation request is accepted, the option to make your deputation remotely via Microsoft Teams will be available.

The Council is allowed to discuss some items in private, although this does not happen often – any such items will be discussed at the end of the meeting and you will be asked to leave at this point. Any members of the public joining the meeting remotely will also be asked to leave. Members of the public have a right to film, record or photograph public meetings for reporting purposes. This does not apply to any of the Council's meetings which are private or not open to the public. Laws on public order offences and defamation still apply, and you should exercise your rights with responsibility. Please respect the views of others when reporting from a meeting.

You may be asked to stop filming, photographing or recording a meeting if the Chair feels that the activity is disrupting the meeting.

If you have any views or questions about meetings at Camden Council please call Committee Services on 020 7974 1915.



**AUDIT AND CORPORATE GOVERNANCE (STAFF APPEALS) SUB-COMMITTEE (PANEL A)  
2 SEPTEMBER 2021**

**PLEASE NOTE THAT PART OF THIS MEETING MAY NOT BE OPEN TO THE PUBLIC AND PRESS BECAUSE IT MAY INVOLVE THE CONSIDERATION OF EXEMPT INFORMATION WITHIN THE MEANING OF SCHEDULE 12A TO THE LOCAL GOVERNMENT ACT 1972, OR CONFIDENTIAL WITHIN THE MEANING OF SECTION 100(A)(2) OF THE ACT.**

**AGENDA**

**Wards**

- 1. ELECTION OF CHAIR**
  
- 2. APOLOGIES**
  
- 3. DECLARATIONS BY MEMBERS OF PERSONAL AND PREJUDICIAL INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**
  
- 4. TERMS OF REFERENCE**
  1. To hear and determine appeals under the Council's Disciplinary Procedure;
  2. To hear and determine appeals under the Council's Absence Management Procedure.
  
- 5. ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT**
  
- 6. LOCAL GOVERNMENT ACT 1972 - ACCESS TO INFORMATION**

It is drawn to the attention of Members that the papers listed below are considered to be exempt within the meaning of schedule 12A to the local Government Act 1972. The Sub-Committee will be asked to pass a resolution, the effect of which will be to exclude members of the Public and Press from the remaining part of the proceedings.

The Audit and Corporate Governance (Staff Appeals) Sub-Committee is asked to pass the following resolution:

"That the Press and Public be excluded from the proceedings of the

Audit and Corporate Governance (Staff Appeals) Sub-Committee on 2 September 2021 during consideration of Item 7 on Part II of the agenda on the grounds that it is likely in view of the nature of the proceedings that, were members of the public to be present, there would be disclosure of exempt information as defined in Category 1 of schedule 12A to the Local Government Act.

Specifically, publicity in respect of Item 7 would be likely to lead to the disclosure of information relating to a particular employee or former employee of the Council.”

## **7. APPEAL AGAINST DISMISSAL**

The Audit and Corporate Governance (Staff Appeals) Sub-Committee is asked to consider an appeal against dismissal, submitted by a former employee. (Pages 9 - 16)

A report by the Assistant Director of HR on the remit of the Staff Appeal Sub-Committee is attached.

### **7(a) PAPERS SUBMITTED BY THE APPELLANT**

(Pages 17 - 22)

### **7(b) CASE SUMMARY AND RESPONSE TO THE GROUNDS OF APPEAL**

(Pages 23 - 32)

### **7(c) DOCUMENTATION CONSIDERED AT THE FORMAL MEETING**

(Pages 33 - 162)

### **7(d) CORRESPONDENCE RELATING TO THE CONVENING OF THIS APPEAL HEARING**

(Pages 163 - 170)

**AGENDA ENDS**

The date of the next meeting will be Thursday, 13 January 2022 at 10.00 am in Committee Room 3, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD.



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