

AUDIT AND CORPORATE GOVERNANCE (STAFF APPEALS) SUB-COMMITTEE

THURSDAY, 15 FEBRUARY 2024 AT 10.00 AM
COMMITTEE ROOM 3, TOWN HALL, JUDD STREET, LONDON WC1H 9JE

Enquiries to: Rebecca Taylor, Committee Services
E-Mail: rebecca.taylor@camden.gov.uk
Telephone: 020 7974 8177 (Text phone prefix 18001)

MEMBERS

Councillors Marcus Boyland (L), Nancy Jirira (LD) and Heather Johnson (L)

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

Issued on: Wednesday, 7 February 2024

CAMDEN TOWN HALL FIRE/EMERGENCY EVACUATION PROCEDURE

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 Judd Street or Euston Road.

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 Bidborough Street (outside the Openreach building) and await further instructions.

MEETINGS IN CAMDEN

Everyone is welcome to come to the public meetings in Camden and agendas for these meetings are available in advance on the Council's website at www.camden.gov.uk.

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.

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
15 FEBRUARY 2024

PLEASE NOTE THAT PART OF THIS MEETING WILL 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

- 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

15 February 2024 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

(Pages 5 -
12)

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

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 13 -
16)

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

(Pages 17 -
40)

7(c) DOCUMENTATION CONSIDERED AT THE FORMAL MEETING

(Pages 41 -
84)

AGENDA ENDS

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank