

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

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THURSDAY, 3 OCTOBER 2019 AT 10.00 AM  
COMMITTEE ROOM 3, CROWDALE CENTRE, 218 EVERSOLT STREET, LONDON,  
NW1 1BD

Enquiries to: Ben Lynn, Committee Services  
E-Mail: [ben.lynn@camden.gov.uk](mailto:ben.lynn@camden.gov.uk)  
Telephone: 020 7974 5653 (Text phone prefix 18001)  
Fax No: 020 7974 5921

## 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: Wednesday, 25 September 2019

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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.

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**AUDIT AND CORPORATE GOVERNANCE (STAFF APPEALS) SUB-COMMITTEE (PANEL A)  
3 OCTOBER 2019**

**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 3<sup>rd</sup> October 2019 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 7 - 14)

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 15 - 32)

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

(Pages 33 - 44)

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

(Pages 45 - 152)

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

(Pages 153 - 154)

**AGENDA ENDS**

The date of the next meeting will be Thursday, 6 February 2020 at 10.00 am in Committee Room 3, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD.

