

## 18. Procedure at an Appeal Panel hearing

- 18.1 The Chairman shall call the meeting to order, introduce all parties and explain the procedure. The procedure shall be flexible and shall be at the discretion of the Chairman of the Appeal Panel who may make such orders as he feels necessary to ensure the orderly and effective conduct of the hearing.
- 18.2 The Appeal will proceed by way of a re-hearing and the Chair shall be entitled to determine the procedure to be followed and in so doing may adopt all or part of the procedure outlined within the ABAE document 'Procedure at Disciplinary Hearings'.
- 18.3 The Appeal Panel may decide that the allegations against the Appellant are upheld. If so, the record of previous offences, if any, of the Appellant shall be opened and read out before the Appeal Panel considers the imposition of a penalty. The Appeal Panel shall have the power to:
  - 18.3.1 reduce, increase, quash, or confirm the penalty imposed by the Disciplinary Panel and/or may substitute for it any other sanction which would have been available to the Disciplinary Panel; and/or
  - 18.3.2 make such other order or determination as it may think right or just.
- 18.4 The Appeal Panel may direct any party to the Appeal to bear the administrative costs of holding the Appeal where it considers it fair and just to do so.