KILVE PARISH COUNCIL DISCIPLINARY   
 PROCEDURE

1. INTRODUCTION

This disciplinary procedure is designed to help and encourage employees to always achieve and maintain acceptable standards of conduct and job performance, including the need to: -

* Fulfil the duties specified in their contract of employment.
* Be honest and act beyond suspicion of dishonesty.
* Maintain high standards of integrity and conduct to protect the Council’s   
   image and reputation with the public.

1.1 This policy indicates the disciplinary procedure that will normally be followed in   
 the event of misconduct. The following list provides examples of conduct that will   
 normally be regarded as misconduct leading to disciplinary proceedings. The list   
 is not exhaustive. These are examples only:

i. Unsatisfactory time keeping.

ii. Absenteeism, including any absence from work during a working day without

prior authorisation or instruction.

iii. Failure to comply with rules and regulations applicable to job requirements.

iv. Failure by an employee to perform the duties and responsibilities of his or

her post to the standard expected by the Council.

v. Insubordination.

vi. Any other conduct that from time to time is defined by the Council as

amounting to misconduct.

1.2 For first instances of minor misconduct the Chair of the Staff Committee may speak   
 to the employee informally before implementing a formal disciplinary procedure.   
 However, there is no obligation to do this.

2. SCOPE

The procedure applies to all employees of Kilve Parish Council.

3. VERBAL WARNINGS

Verbal Warnings are issued for most first instances of general misconduct,   
depending on the seriousness of the offence. If the employee is given a Verbal

Warning they will be warned of the likely consequences of any further disciplinary offences or a failure to improve their conduct to the satisfaction of the Council. A note confirming the Verbal Warning will be placed on the employee’s personnel file and a copy will be provided to the employee. A Verbal Warning will normally remain in force for 6 months.

The Verbal Warning stage of the procedure may be omitted if the offence is of a sufficiently serious nature.

4. FIRST WRITTEN WARNING

In the case of a serious offence or repetition of an earlier minor offence the employee will normally be given a First Written Warning. A First Written Warning will be issued by the Chair of the Staff Committee and will set out:

4.1 the nature of the offence and the improvement required (if appropriate) and

over what period.

4.2 the likely consequences of any further offence or failure by the employee to

improve their conduct to an acceptable standard.

4.3 that further offences will result in more serious disciplinary action; and

4.4 the employee’s right of appeal.

A first Written Warning will normally remain in force for 6 months.

The First Written Warning stage of the procedure may be omitted if the offence is of a sufficiently serious nature.

5. FINAL WRITTEN WARNING

If further misconduct occurs within the time period specified in a First Written Warning, or if the misconduct is sufficiently serious the employee will be given a Final Written Warning. A Final Written Warning will be issued by the Chair of the Staff Committee and will set out:

5.1 the nature of the offence and the improvement required (if appropriate) and

over what period.

5.2 the likely consequences of any further offence or a failure by the employee to

improve their conduct to an acceptable standard.

5.3 that further offences will result in more serious disciplinary action up to and

including dismissal.

5.4 the employee’s right of appeal.

Final Written Warnings may also be issued in circumstances where the misconduct does not amount to gross misconduct but is sufficiently serious enough to warrant only one written warning.

A Final Written Warning will normally remain in force for 12 months.

6. STANDARD COUNCIL DISCIPLINARY PROCEDURE

6.1. In the case of further misconduct within the time period specified in any

Final Written Warning or if the misconduct is sufficiently serious and the Council deems it to be appropriate to contemplate the dismissal, demotion, or suspension of the employee the following formal disciplinary procedure will be followed.

6.2. The Council will investigate the alleged misconduct and will establish the

facts surrounding the complaint as necessary, taking into account the statements of any available witnesses.

6.3. The Council will set out in writing the alleged conduct or other

circumstances which lead the Council to take disciplinary action against the employee and the basis for the allegation and will send the employee a copy of the statement inviting the employee to attend a disciplinary meeting to discuss the matter. The employee will be provided with a reasonable opportunity to consider their response to the information provided in the statement before attending the meeting. The employee must take all reasonable steps to attend the meeting.

6.4. Disciplinary meetings will normally be convened within 10 working days

of the Council sending the employee the written statement referred to in

6.3 above. The employee may be accompanied to any disciplinary meeting by an advisor or by a representative of a trade union. The Council will be represented by the Chair of the Staff Committee.

6.5. If the time or date proposed for the meeting is inconvenient (either for the

employee or for the employee’s companion should they wish to be accompanied to the meeting pursuant to 6.4 above) the employee may ask to postpone the meeting by up to 5 working days.

6.6. The meeting must be adjourned to allow matters raised during the

course of the meeting to be investigated, or to afford the Chair time to consider their decision.

6.7. After the meeting the Council will inform the employee of their decision

and any applicable sanction within 10 working days. The meeting may be reconvened for this purpose. The decision will be confirmed to the employee in writing.

6.8. If the employee wishes to appeal against the decision, they must notify   
 the Council in writing within 5 working days of receiving written notice of   
 the decision.

6.9. If the employee notifies the Council that they wish to appeal, the   
 employee will be invited to attend a disciplinary appeal meeting before a   
 Staff Committee of the Council. The employee must take all  
 reasonable steps to attend that disciplinary appeal meeting. The   
 employee has the right to be accompanied to a disciplinary appeal   
 meeting by an advisor or by a representative of a trade union.

6.10. A disciplinary appeal meeting will normally be convened within 10

working days of the Council receiving notification that the employee wishes to appeal pursuant to 6.8 above. If the meeting date is inconvenient for the employee or the employee’s companion, they may ask to postpone the meeting by up to 5 working days.

i. Any new evidence that the employee wishes to put forward will be considered,

as will any new evidence from the Council. The original disciplinary penalty will be reviewed.

ii. The disciplinary appeal sanction originally imposed cannot be increased upon

appeal.

iii. The disciplinary appeal meeting will not necessarily take place before any

disciplinary sanction imposed by the Council takes effect. If the employee’s appeal is against dismissal and the appeal is successful, the employee will be reinstated and continuity of employment will be preserved.

iv. The meeting must be adjourned to allow matters raised during the course of

the meeting to be investigated, or to afford a Staff Committee of the Council time to consider its decision.

6.11. After the disciplinary appeal meeting the Council will inform the employee of

its final decision within 10 working days. The meeting may be reconvened for this purpose. The decision will be confirmed to the employee in writing.

7. COUNCIL DISMISSAL PROCEDURE FOR USE IN GROSS MISCONDUCT

7.1. The following list provides examples of conduct that will normally be regarded   
 by the Council as Gross Misconduct. This list is not exhaustive. These are   
 examples only:

7.1.1 Refusal or repeated failure by an employee to carry out their duties.

7.1.2 Falsification of documents or information (including expense claims).

7.1.3 Unauthorised disclosure of confidential information.

7.1.4 Assaulting a fellow employee or any other person whilst acting or purporting

to act on behalf of the Council.

7.1.5 Insulting, indecent or offensive behaviour towards a fellow employee or any

other person whilst acting or purporting to act on behalf of the Council.

7.1.6 Serious or repeated harassment (including sexual and racial harassment).

7.1.7 Incapacity at work due to the influence of alcohol, unprescribed drugs or any

other substance.

7.1.8 Wilful damage to Council property.

7.1.9 Theft, unauthorised use or possession of Council property or theft of the

property of a fellow employee.

7.1.10 Conduct bringing the Council into disrepute.

7.1.11 Any other conduct that from time to time is defined by the Council as

amounting to gross misconduct.

7.2. If an employee is accused of any gross misconduct they may be suspended

from work on full pay pending the outcome of an investigation into the alleged offence(s). Such a period of suspension will not normally exceed 15 working days unless there are exceptional circumstances.

7.3. The Council will investigate the matter and will establish the facts surrounding

the complaint as necessary, taking into account the statements of any   
available witnesses. As part of that investigation the employee will be   
interviewed.

7.4. If the Council believes the employee is guilty of gross misconduct their

employment will be terminated summarily without notice or pay in lieu of   
notice.

7.5. The Council will send the employee a statement, setting out the allegations of

misconduct that led to the employee’s dismissal and the Council’s basis for thinking that the employee is guilty of that misconduct. The date on which the employment terminated will be confirmed to the employee and the employee may be reminded of any continuing obligations they may have following the termination of employment. This statement will also explain the employee’s right to appeal against the Council’s decision.

7.6. If the employee wishes to appeal against the Council’s decision, they must

notify the Council in writing within 5 working days of receiving notice of the Council’s decision pursuant to 7.5 above.

7.7. If the employee appeals the Council will invite the employee to attend a

disciplinary appeal meeting before a Staff Committee of the Council. The   
employee must take all reasonable steps to attend the meeting. The

employee has the right to be accompanied to a disciplinary appeal meeting by an advisor or by a representative of a trade union.

7.8. Any disciplinary appeal meeting will normally be convened within 10 working

days of the Council receiving notice from the employee that they wish to appeal pursuant to 7.6 above. If the date of the meeting is inconvenient for the employee or their companion the employee may ask to postpone the meeting by up to 5 working days.

i. Any new evidence that the employee wishes to put forward will be considered

as will any new evidence from the Council. The original disciplinary penalty will be reviewed.

ii. The disciplinary sanction originally imposed cannot be increased upon appeal.

iii. The disciplinary appeal meeting will not necessarily take place before any

disciplinary sanction imposed by the Council takes affect. If the employee’s appeal is against dismissal and the appeal is successful, they will be reinstated and continuity of employment will be preserved.

iv. The meeting must be adjourned to allow matters raised during the course of

the meeting to be investigated, or to afford a Staff Committee of the Council time to consider its decision.

7.9. After the disciplinary appeal meeting the employee will be informed of the

Council’s final decision within 10 working days. The meeting may be reconvened for this purpose. The Council’s decision will be confirmed to the employee in writing.

8. GENERAL PROCEDURAL INFORMATION

8.1. Verbal Warnings and Written Warnings will normally be issued by the  
 Chair of the Staff Committee. Disciplinary proceedings raised under the  
 standard Council disciplinary procedure will also normally be investigated and   
 any meetings to discuss the disciplinary proceedings conducted by the   
 Chair of the Staff Committee.

8.2. Any disciplinary appeal meeting will be conducted by delegated members of the Council who do not normally sit on the Staff Committee.

Draft Kilve Parish Council August 2021

THE NATIONAL ASSOCIATION OF LOCAL COUNCILS

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