

CAPABILITY (INCLUDING SICKNESS) MATTERS.

1. For staff within the Secretariat (excluding the Chief Executive) the process would be:
 - The Chief Executive, having followed ACAS guidelines and best practice, ensuring staff were aware of the requirement for performance improvements within set reasonable time scales, could ultimately dismiss on the grounds of capability, seeking expert external advice where appropriate.
 - A member of staff could appeal against dismissal to the Appeals Sub Committee comprising of members of the Human Resources Committee.

2. In respect of the Chief Executive the process would be:
 - The Chair of the Police Authority would identify performance/capability improvements to the Chief Executive with set periods for improvement, seeking expert external advice where appropriate,
 - If serious performance and capability issues continued, the matter would be considered by the Human Resources Committee (excluding the Chair of the Authority) which could dismiss on the grounds of capability, having sought expert external advice, where appropriate.
 - An appeal against dismissal would be decided by members of the Police Authority (excluding members with previous involvement) after having sought expert external advice.