

DISCIPLINARY MATTERS

1. For staff (excluding the Chief Executive) the process would be:
 - The Chief Executive having followed ACAS guidelines and best practice would, where necessary, pre cautionary suspend, ensure a full investigation, hold formal meetings, ensure rights of representation, issue warnings and dismiss.
 - A member of staff may then appeal against any warnings or 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 have the authority to suspend the Chief Executive after seeking external expert support as appropriate.
 - The Chair of the Authority would ensure that all disciplinary matters concerning the Chief Executive would be fully investigated, subject to formal meetings/hearings and he/she would have the right of representation. The decision to issue formal warnings and to dismiss the Chief Executive would specifically rest with the Human Resources Committee, which may use external expert support during the process.
 - An appeal against a warning or dismissal would be held by members of the Police Authority (excluding members who have had previous involvement) seeking expert external advice where appropriate.