

Standing Order No 61

Disciplinary Action: Protected Officers

1. **Suspension.** The Head of Paid Service, Monitoring Officer and S.151 Officer may be suspended whilst an investigation takes place into alleged misconduct. That suspension will be on full pay and last no longer than two months.
2. **Independent person.** No other disciplinary action may be taken in respect of the Head of Paid Service, the Monitoring Officer or the S151 Officer except in accordance with a recommendation in a report made by a designated independent person.
3. Disciplinary action against the Head of the Paid Service, the Monitoring Officer or S151 Officer will be taken by a panel of the General Purposes Committee advised by an independent person..
4. An appeal against any decision made under paragraphs 3 of this Standing Order shall lie to the General Purposes Committee (excluding any member who comprised the Panel that made the decision appealed against).
5. A notice of dismissal of the Head of the Paid Service may only be given upon the authority of Full Council (by a simple majority vote of members present) after consideration of a report from a Panel of the General Purposes Committee or (where an appeal has been made in accordance with paragraph 4 of this Standing Order) the General Purposes Committee.
6. A notice of dismissal of any Protected Officer shall only be issued where no well founded objection has been made by any member of the Cabinet. Where such an objection has been made the issue of a notice of dismissal must be authorised by the Full Council upon a simple majority vote of those present.
- 7.. “Disciplinary Action” means any action occasioned by alleged misconduct which, if proved, would be recorded on the member of staff’s personal file, and includes any proposal for dismissal of a member of staff for any reason other than redundancy, permanent ill-health or infirmity of mind or body, but does not include failure to renew a contract of employment for a fixed term unless the authority has undertaken to renew such a contract.