

FOI 162/2015

REQUEST

I would like to know the following:

- The number of council workers who have been formally disciplined by the council in each of the past five financial years (i.e. 2010-11 to 2014-15) broken down by financial year.
- In each case, a brief description of the transgression that led to the disciplinary action (e.g. fraud, assault, inappropriate internet use) and the outcome of that disciplinary action (e.g. Written warning, final warning, dismissal).

RESPONSE

2010/11 – 6

- Allegation of Misconduct – no further action (2 members of staff)
- Grievance Investigation – no case to answer (2 members of staff)
- Gross Misconduct – Resigned/Dismissed
- Failure to Follow Council Procedures – Resigned

2011/12 – 7

- Complaint about Management Style – No further action
- Allegation of Assault – No further action
- Breach of Security – Verbal Warning
- Allegations of misconduct – No further action (2 Members of Staff)
- Inappropriate use of telephone and misuse of Council time – Resigned
- Fraud - Resigned

2012/13 – 12

- Misuse of Company Time and Breach of Health and Safety – Verbal Warning
- Professional Negligence and Failure in Performance – Final written warning
- Telephone Misuse – Voluntary Redundancy
- 14 Month driving license ban, failure to undertake full duties – Resigned
- Damage to Vehicle – Verbal Warning
- Bringing Employer into Dispute – Final written warning
- Altercation in Workplace – Verbal Warning (2 Members of Staff)
- Complaint about conduct at work – Performance Expectations
- Overpayment – Verbal Warning
- 2 Speeding tickets in a company vehicle – Verbal Warning
- Standard of performance and attitude to work – Verbal Warning

2013/14 – 6

- Social Media – Written warning
- Overpayment – Verbal Warning
- Customer Complaint - Inconclusive
- Security Breaches – Final written warning, suspended from system for 18 months & downgraded
- Social media, bringing employer into dispute – Verbal Warning
- Failure to respond to a reasonable management request – Verbal Warning

2014/15 – 12

- Bullying and Harassment – Voluntary Redundancy

- Social media during work time, disrespect to public – Verbal Warning (2 members of staff)
- Not reporting absence, falling asleep at work & arriving late – Verbal Warning
- Failed to follow set procedures and not completing assigned duties– Verbal Warning
- Unprofessional Behaviour – Verbal Warning
- Failure to record flexi-time correctly – Verbal Warning
- Late to work and falling asleep at desk – Verbal Warning
- Breach of Health and Safety – Verbal Warning
- Failed to deal with a “no response” in a timely manner - Verbal Manner
- Failed to follow set procedures and not completing assigned duties – Verbal Warning
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