
Disciplinary Procedure

Purpose and scope

Link UP London is committed to ensuring consistent and fair treatment for all in the organisation. This procedure is designed to help and encourage all employees to achieve and maintain standards of conduct, attendance and job performance.

Principles

- Informal action will be considered, where appropriate, to resolve problems.
- The procedure is designed to establish the facts quickly and to deal consistently with disciplinary issues. No disciplinary action will be taken until the matter has been fully investigated.
- At every stage employees will be informed in writing of what is alleged and have the opportunity to state their case at a disciplinary meeting and be represented or accompanied, if they wish, by a work colleague.
- An employee has the right to appeal against any disciplinary penalty.

The Procedure

Stage 1 - first warning

If conduct or performance is unsatisfactory, the employee will be given a written warning or performance note. The individual will be advised that it constitutes the first stage of the formal procedure. Such warnings will be recorded, but disregarded after 6 months of satisfactory service. The employee will also be informed that a final written warning may be considered if there is no sustained satisfactory improvement or change. (Where the first offence is sufficiently serious, for example because it is having, or is likely to have, a serious harmful effect on the organisation, it may be justifiable to move directly to a final written warning.)

Stage 2 - final written warning

If the offence is serious, or there is no improvement in standards, or if a further offence of a similar kind occurs, a final written warning will be given which will include the reason for the warning and a note that if no improvement results within 6 months, action at Stage 3 will be taken. Link UP Directors, in addition to the CEO, will be involved in overseeing this warning.

Stage 3 - dismissal or action short of dismissal

If the conduct or performance has failed to improve, the employee may suffer demotion, disciplinary transfer, loss of seniority (as allowed in the contract) or dismissal. Link UP Directors, in addition to the CEO, will be involved in overseeing this dismissal.

Gross Misconduct

If, after investigation, it is confirmed that an employee has committed an offence of the following nature (the list is not exhaustive), the normal consequence will be dismissal without notice or payment in lieu of notice:

- theft
- damage to property
- fraud
- incapacity for work due to being under the influence of alcohol or illegal drugs
- physical violence
- bullying and gross insubordination

While the alleged gross misconduct is being investigated, the employee may be suspended, during which time he or she will be paid their normal pay rate. Any decision to dismiss will be taken by Link UP only after full investigation.

Appeals

An employee who wishes to appeal against any disciplinary decision must do so to the Company Directors within five working days, they will hear the appeal and decide the case impartially.

Created 20 July 2020 to be reviewed by July 2023