

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

11th JANUARY 2012

Some Other Substantial Reason Dismissal Procedure (SOSR)

Purpose of Report

1. This report presents the revised some other substantial reason dismissal procedure (SOSR).

Background

2. The current procedure for dismissal under SOSR states the process to follow but lacks a clear indication of the circumstances when the procedure should be used and the link between the procedure and other policies that have their own processes for dismissal. This revised procedure aims to clarify these circumstances.

Main Considerations for the Council

3. The procedure has been created and formatted in line with the new HR policy template.
4. The main points of the procedure include:
 - The circumstances when the procedure should take effect.
 - The links between the procedure and other Wiltshire Council procedures that have their own processes for dismissal of an employee.
 - The stages to follow for dismissal of an employee under the some other substantial reason procedure.
5. The procedure also includes clarification regarding HR and line manager roles and responsibilities.

Consultation

6. The policy was approved by JCC on 21st December 2011 following consultation with HR, union representatives and other key stakeholders.

Environmental Impact of the Proposal

7. None

Equalities Impact of the Proposal

8. No negative impacts have been identified.

Risk Assessment

9. None

Financial Implications

10. None.

Options considered

11. None

Recommendation

12. To recommend that Staffing Policy Committee approve the new procedure.

Barry Pirie
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The following unpublished documents have been relied on in the preparation of this report: None