

# Disciplinary and grievance procedures - a guide to the new law

## **LRD Publications - Grievance procedures: Five**

ensure the employee has been given an opportunity to respond to the proposed state case before decisions are reached;

- allow employees to be accompanied at discipline meetings;

  - allow employees to bring witnesses and the facts of the case have been established and that the action is reasonable in the circumstances;

- never dismiss an employee for a first disciplinary offence, unless it is a case of gross misconduct;

  - give the employee a written explanation for any disciplinary action taken and make sure they understand it;

- give the employee an opportunity to appeal;

  - deal with issues as straightforwardly and promptly as possible; and

- act consistently.

**Meeings**

It is important that it is not clear whether the word "meeting" in the context of the new legislation or the DSEB Code means a meeting at which all parties are physically present; however, it could be argued that it would be a meeting if the employee was present in person or by telephone or video conference, which could be deemed a procedural defect.

**Conclusion**

All employers should ensure that their firm's handbook complies with the requirements of the new legislation and take steps to ensure that their new discipline/demissal and grievance procedures comply in full with the new DSEB and GIP. Where a company's employee handbook or policies do not fully comply with the new legislation, it should be updated to comply with the new legislation.

The new DSEB and GIP will come into effect on 1st April 2010. It is important that all managers and HR professionals are aware of the changes and that the discipline/demissal and grievance procedures of their organisation are familiar with the new legislation and are aware of its implications.

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For further information, please consult the following lawyer:

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#### Grievance procedures --

## **Labor discipline -- Law and legislation -- Great Britain Disciplinary**

## Labor discipline -- Law and legislation -- Great Britain. Disciplinary and grievance procedures - a guide to the new law

## Labour Research Department bookletsDisciplinary and grievance procedures - a guide to the new law

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## **Disciplinary and Grievance Procedures Guide**

These official notices come in the form of warnings, and there are two ways to issue such warnings: Informal warning If the issue was small, you can simply talk with the concerned employee and guide them on how to improve. Care Home Negligence Claims Placing a family member into a care home is a difficult decision.

## **Grievance and Disciplinary Procedures**

They should also be given an opportunity to raise points about any information provided by witnesses.

### **Grievance procedures: Five**

In this case, a formal proceeding benefits all involved parties; the employer, the employee, and the business. Employees who are dismissed as a result of a disciplinary hearing may seek to argue that there was no lawful reason to dismiss or that their employer did not follow the correct procedures.

ACAS' Guide to Disciplinary & Grievance Procedures During Coronavirus

While talking to witnesses, the investigator must keep a record of their statements—audio or written.

### **The importance of following a disciplinary procedure for an employer**

**Handling disciplinary interviews** The employer should train and support all line managers to ensure that they are confident and competent to carry out disciplinary meetings.

## Related Books

- [Our Danish ancestors - the Kyhl and Hansen families of Iowa](#)
- [Confesiones minoritarias en España - guía de entidades y vademécum normativo](#)
- [Arthaśāstra paribhāshā kośa.](#)
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