



Organisation

Grievance and Disciplinary Policy

Policy Statement

The Pre-School believes that it is essential that certain standards and performance must be maintained to protect the smooth running of the pre-school and the well-being of its employees.

Grievance

It is accepted by the Pre-School that there will be occasions when employees have issues relating to working conditions or relationships. While it is hoped that in most cases these will be resolved through informal discussion, where the problem remains unresolved, the following grievance policy procedure should be used.

Procedures

- This procedure applies to all employees, including part-time and temporary employees.
- Employees may be accompanied by a fellow employee or committee member at any stage of the procedure.
- If an issue is referred to this procedure for resolution, both parties accept that it should be progressed as speedily as possible.
- Pending resolution of the grievance, the same conditions that existed prior to its notification will continue to apply, except in those cases where a continuation will be damaging to the Pre-School.
- Any employee who has a grievance should raise it in the first instance with the manager. Where the grievance is against the manager it should be raised with a committee member. The manager/committee member will respond in writing within five working days of hearing the grievance.
- If the matter is not resolved at stage 1, the grievance will be referred to the Chair, who will respond in writing within five working days of hearing the grievance.
- If the matter still remains unresolved, it will be referred to the committee, who will respond in writing within ten working days. In some circumstance, and subject to mutual agreement between the parties, the matter may be referred to an external adjudicator for a final resolution.
- Written records of any grievance will be held by the Pre-School.
- Any decisions made as a result of this procedure will be binding on all parties.

Disciplinary

The disciplinary procedure is designed to ensure fair treatment for those whose job performance is below requirements and those involved in breaches of discipline.

Depending upon the seriousness of the case, the disciplinary procedure may be entered into at any of the stages outlined below.

Except for instances of gross misconduct, dismissal will not be the first step.

Guidelines for the conduct of disciplinary meetings:

- Employees have the right to be accompanied by a fellow employee or committee member, if they so wish, at any meeting held under the disciplinary procedure
- The manager or chair will state the reasons for invoking the disciplinary procedure, the disciplinary action to be taken and the corrective action required from the employee, together with a specified date by which acceptable improvement should be made.
- Full opportunity will be given for the employee to state his or her case.
- The employee will be advised of the full disciplinary procedure, including provisions for appealing against disciplinary action, and the consequences that will follow if acceptable improvement is not made.

Disciplinary Procedures

Stage 1 – Oral Warning

Should an employee's conduct or performance remain less than satisfactory after an informal warning, the situation will be formally reviewed with the Pre-School manager, who will talk to them about their shortcomings and suggest ways in which they might put these right. The manager will keep a written record of this meeting. A copy of this record will be given to the employee.

Stage 2 – Written Warning

If the employee's conduct or performance remains less than satisfactory in relation to the agreed improvement plan made at Stage 1, or in more serious cases, the situation will be formally reviewed with them by the manager or the chair.

Following this meeting, the employee will receive from the manager or chair a letter recording the nature and outcome of the disciplinary meeting. The employee will be asked to sign a copy of the warning letter to confirm understanding of the terms of the letter. The letter will clearly state a plan of improvement and deadline dates for achievement and a copy will be held on the employee's personal file.

Stage 3 – Final Written Warning

If the employee's conduct or performance fails to meet the standards established at Stage 2 or, in more serious cases, the situation will be reviewed with the employee by the chair.

Following this meeting, the employee will receive from the chair a letter recording the nature and outcome of the disciplinary meeting. The employee will be asked to sign a copy of the warning letter to confirm understanding of the terms of the letter. The letter will clearly state a plan of improvement and deadline dates for achievement and a copy will be held on the employee's personal file.

Stage 4 – Dismissal

If the employee's conduct or performance fails to meet the standards established at stage 3 or, in more serious cases, the situation will be reviewed with the employee and the chair.

The decision to dismiss an employee must have the agreement of a manager and the chair prior to implementation. The decision will be confirmed to the employee in writing and this letter will also confirm to whom any appeal should be made and details of the procedure to be followed.

Summary Dismissal

In cases of gross misconduct, summary dismissal may be the only reasonable course of action for the Pre-School. Examples of actions which are likely to be treated as gross misconduct include: fighting at work or hitting a colleague, smacking a child, drunkenness, theft etc.

When gross misconduct is suspected, the employee will normally be suspended on full pay for up to five working days to allow for an appropriate investigation of the case. This investigation will be conducted by a nominated committee member to assure impartiality. This investigation will include a meeting with the employee. Following the investigation, the employee will be asked to attend a meeting with the committee member(s). If the investigation has upheld the case of gross misconduct, the employee will be summarily dismissed without notice or pay in lieu. The decision will be confirmed to the employee in writing and this letter will also confirm details of the appeal procedure.

Appeals against disciplinary action

Any appeal against disciplinary action must be made in writing within five working days of the disciplinary action.

An appeal against a written warning should be made to the Chair stating the reasons for non-acceptance of the warning. The chair will carry out a full review of the facts, which may include a further meeting with the employee and manager. Following this review, the Chair will reply in writing to the employee's comments.

An appeal against dismissal should be made to the Chair. They or a nominee, will carry out a full review of the facts and will reply in writing to the employee within five working days.