

Examples of Other Misconduct

It is impossible to list every type of act, which would result in disciplinary action for misconduct. The examples of misconduct below are given so that all council employees have a general understanding of the type of act, which would result in such action.

1. Repeated lateness for work.
2. Unauthorised absence from work.
3. Repeated failure to follow absence-reporting rules.
4. Negligence at work leading to injury or loss of or damage to council or public property.
5. Refusal to obey a reasonable and lawful management instruction including refusal to take a drug/alcohol test.
6. Acts of discrimination, harassment, bullying, the making of remarks, or verbal abuse against employees, council members, clients or members of the public on the grounds of race, colour, nationality or ethnic or national origins, age, use of mental health services, sex, marital status, religious belief, sexual orientation or disability. The display within the workplace of any literature or material that could affect the dignity of others. Something can still be considered harassment even if the alleged harasser didn't mean for it to be. It doesn't have to be intentionally directed at a specific person.
7. Breach of the Code of Conduct.
8. Inadequate standards of work due to negligence or wilful failure to perform.
9. Abusive or threatening behaviour towards an employee, council Member, client or member of the public.
10. Engaging as a full-time employee in other business or additional employment without the written permission of the council. In the case of part time staff this only applies where they engage in other employment which is in conflict with their duties and responsibilities to the council.
11. Failure to declare an interest, direct or indirect, in any council contract, which has been or is, proposed to be entered into by the council.
12. Failure to discharge obligations in accordance with statute or contract of employment.
13. Breach of council policy, procedure or professional practice.