

Disciplinary P&P

Criminal matters (including fraud)

In the event the misconduct issue is potentially a criminal matter, consideration will be made by the investigating officer (with advice from Corporate HR, and Internal Audit if required) as to whether it is appropriate to inform the police.

In some circumstances, the police are obliged to complete their own investigations before the council can commence their own, and there may be a significant time delay between the alleged incident and court dates.

Each case will be dealt with on its own merits, and there may be occasions where there is enough information available to pursue and conclude any internal procedures prior to the outcome of legal proceedings.

If you are arrested, being investigated by the police, charged, cautioned, or convicted of a criminal offence, it is important you notify your manager as soon as possible. Failure to do so may be considered an act of misconduct in itself.