



Midlands Councils' Spending Uncovered 2 | 14 December 2011

## The cost of staff suspended on full pay in Midlands Councils

The first report in our Midlands Councils' Spending Uncovered series revealed that millions of pounds of taxpayers' money was spent on flights.<sup>1</sup> This second report exposes how much these same Local Authorities have spent paying the salaries of employees suspended on full pay.

Local Authorities have to ensure that investigations involving suspensions are not only dealt with properly, but also as quickly as possible. Long drawn out periods of suspension are hugely expensive to taxpayers both in terms of salaries paid and also in legal fees. Our report highlights the lengths of suspension and the total salary paid to employees throughout councils in the Midlands since April 2009.

The key findings of this research are:

- Of the 78 councils across the Midlands, 69 responded and of these, 57 paid suspended employees around **£8 million** since April 2009. Six councils refused to provide any information, 12 did not provide salary details, one did not respond to our request and two did not record requested details of any suspended staff.
- Since April 2009, there have been **1,328 members of staff suspended on full pay** across the Midlands, totalling more than **100,000 days**. The average suspension lasted 76 working days.
- If these figures were replicated nationally in line with the spending power of Councils in the Midlands, we estimate that since April 2009 **7,852 staff** would have been suspended for a total of **594,171 days**, or almost 2,500 working years. (For calculations see Sources and Methodology on page 3.)
- The outcome of the case was disclosed for 876 cases. Of these 47 per cent left the organisation, 45 per cent were retained, and 8 per cent are on-going cases.
- **Leicester City Council** paid out the most in salaries to suspended staff at almost £1.5 million for a total of 107 incidents. This is the equivalent to 16,000 working days.
- **Nottinghamshire Council** had 167 cases of suspension since April 2009, the highest in the Midlands, but refused to provide any further information.

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<sup>1</sup> <http://www.taxpayersalliance.com/midlandsflights.pdf>

- 78 employees across the Midlands were suspended on full pay for more than 12 months (based on a 240 working day year).
- A manager on over £67,000 a year at **Newark and Sherwood Council** was suspended for 77 days before leaving the authority.
- An employee of **Leicester City Council** on a salary of £48,642 was suspended for 872 days. The total wages paid during suspension was in excess of £176,000. This was the largest amount paid during suspension.
- An employee at **Lincolnshire Council** on a salary of almost £65,000 a year received over £92,505 during a suspension of 523 days, before being dismissed.
- An employee of **Nottingham City Council** was suspended for 950 days – almost four years. However, no cost was provided.
- At least **21 cases across the Midlands resulted in criminal charges**. Of these, 18 members of staff did not continue in their employment, and were paid over £170,000 while suspended.
- Of the 1,328 recorded cases of suspension, two were for **sleeping whilst on duty** and two for having **other employment whilst on sick leave from the council**.
- A further 15 cases were for **theft** including theft from service users and one incident of theft from the council and misuse of a council vehicle.
- There were nine recorded cases of **sexual misconduct, assault and/or harassment**. There were an additional 13 cases of **assault** and two involving **violence**. There was also one alleged **kidnap**.

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## Sources and Methodology

- All information was provided in response to a request for information under the Freedom of Information Act submitted on 24<sup>th</sup> June 2011. We are not responsible for the accuracy of information contained within responses to FOI requests. If mistakes have been made then we are happy to accept corrections.
- Where councils were asked for the salary of each member of staff suspended, there were occasions where a salary band was given. In such cases, the midpoint of the salary band has been used.
- Where data was provided for employees suspended and the case was described as “on-going” the number of days have been calculated using the date the freedom of information response was received as the end date.
- To calculate the number of employees suspended on full pay on a national scale, we multiplied the total number of days in Midlands Councils’ by the total revenue spending of Midlands Councils’ divided by the total (national) local authority revenue spending. i.e. for the number of days:  $1,328 \times (8,912,769.20/52,700,000) = 594,816.38$
- Of the six refusals we received, three were under section 12 of the Freedom of Information act that states it would exceed the £450 limit put on providing the information. The remaining three refused under section 40 on the grounds that providing the information could reveal personal data.
- Where councils were unable to provide precise information on the length of an employee’s suspension, we converted the number of days an employee was suspended using the following standard accounting practice:

Time Unit	Calculation
Hours Per Week <sup>2</sup>	35
Weeks Per Annum <sup>3</sup>	48
Days Per Annum	240

## Guide to Tables

- Table 1: The top 20 highest individual pay-outs while suspended on full pay
- Table 2: The top 20 lengths of individual suspensions by days.
- Table 3: All employees suspended on full pay for more than a working year (240 days)
- Table 4: The top 20 councils by total cost of suspended staff salaries
- Table 5: Details of staff suspended on full pay across all 78 Midlands Councils.

<sup>2</sup> ONS, ‘Annual Survey of Hours and Earnings 2010’

<sup>3</sup> Number of weeks per annum is based on annual holidays being 4 weeks per year



- Table 6: Notes to the main table (5)
- Table 7: Reasons for suspensions

Table 1: The top 20 highest individual pay-outs while suspended on full pay

Rank	Council	Individual payout (£)	Length (days)
1	Leicester	176,733	872
2	Lincolnshire	92,505	523
3	Leicester	90,191	569
4	Leicestershire	89,475	597
5	Lincolnshire	77,208	523
6	Leicester	67,226	852
7	Stoke-on-Trent	64,787	504
8	Leicester	63,475	424
9	Leicestershire	61,051	357
10	Derby	58,907	420
11	Coventry	52,817	447
12	Leicestershire	52,501	307
13	Stoke-on-Trent	50,600	504
14	Lincolnshire	48,295	302
15	Leicester	45,493	211
16	Leicestershire	44,944	564
17	Warwick	40,625	300
18	Leicestershire	40,459	307
19	Stoke-on-Trent	40,165	504
20	Telford and Wrekin	38,899	294

Table 2: The top 20 lengths of individual suspensions by days

Rank	Council	Length of suspension (days)	Payment during suspension (£)
1	Nottingham	950	Not provided
2	Leicester	872	176,733
3	Leicester	852	67,226
4	Leicester	654	36,121
5	Leicestershire	597	89,475
6	Leicester	569	90,191
7	Leicestershire	564	44,944
8	Lincolnshire	523	140,685
9	Lincolnshire	523	77,208
10	Nottingham	512	Not provided
11	Nottingham	508	Not provided
12	Leicester	505	20,540
13	Stoke-on-Trent	504	64,787
14	Stoke-on-Trent	504	50,600
15	Stoke-on-Trent	504	40,165
16	Coventry	452	29,359
17	Leicester	450	15,764
18	Coventry	447	52,817
19	Lincolnshire	444	3,914
=20	Leicestershire	427	37,112
=20	Leicestershire	427	36,044

Table 3: All employees suspended on full pay for more than a working year (240 days)

Council	Annual Salary (£)	Total paid while suspended (£)	Days Suspended on full pay	Outcome
Nottingham	Not provided	-	950	Case is on-going
Leicester	48,642	176,733	872	Employee left the council
Leicester	18,937	67,226	852	Employee was retained
Leicester	13,255	36,121	654	Employee was retained
Leicestershire	35,970	89,475	597	Employee left the council
Leicester	38,042	90,191	569	Employee left the council
Leicestershire	19,125	44,944	564	Employee left the council
Lincolnshire	64,559	92,505	523	Employee was dismissed
Lincolnshire	35,430	50,766	523	Employee was retained
Nottingham	Not provided	-	512	Employee left the council
Nottingham	Not provided	-	508	Employee left the council
Leicester	9,762	20,540	505	Employee was retained
Stoke-on-Trent	30,851	64,787	504	Employee was retained
Stoke-on-Trent	24,095	50,600	504	Employee was retained
Stoke-on-Trent	19,126	40,165	504	Employee was retained
Coventry	29,359	29,359	452	Not provided
Leicester	8,407	15,764	450	Employee left the council
Coventry	52,817	52,817	447	Not provided
Lincolnshire	2,116	2,573	444	Employee was retained
Leicestershire	20,859	37,112	427	Employee left the council
Leicestershire	20,259	36,044	427	Employee left the council
Leicester	35,929	63,475	424	Employee left the council
Derby	33,661	58,907	420	Employee left the council
Nottingham	Not provided	-	405	Case is on-going
Lincolnshire	16,440	17,385	386	Employee was dismissed
Nottingham	Not provided	-	361	Employee was retained
Leicestershire	41,043	61,051	357	Employee left the council
Leicester	10,022	14,825	355	Employee left the council
Leicestershire	25,645	37,613	352	Employee left the council
Coventry	2,299	2,299	344	Not provided
Coventry	34,963	34,963	343	Not provided
Nottingham	Not provided	-	341	Case is on-going
Coventry	14,290	14,290	335	Not provided
Lincolnshire	24,634	22,609	335	Employee was dismissed
Coventry	15,358	15,358	330	Not provided
Coventry	16,219	16,219	329	Not provided
Leicester	10,694	14,481	325	Employee was retained

Council	Annual Salary (£)	Total paid while suspended (£)	Days Suspended on full pay	Outcome
Leicester	27,052	36,407	323	Employee was retained
Derbyshire	16,054	21,405	320	Not provided
Coventry	13,437	13,437	315	Not provided
Telford and Wrekin	Casual hourly rate £6.47		309	Employee left the council
Leicestershire	19,234	24,603	307	Employee was retained
Leicestershire	41,043	52,501	307	Employee was retained
Leicestershire	31,629	40,459	307	Employee was retained
Nottingham	Not provided	-	307	Employee left the council
Coventry	28,103	28,103	304	Not provided
Lincolnshire	38,380	31,755	302	Case is on-going
Coventry	6,612	6,612	300	Not provided
Warwick	32,500	40,625	300	Employee left the council
Lincolnshire	28,636	23,144	295	Employee was retained
Telford and Wrekin	31,754	38,899	294	Employee was retained
Nottingham	Not provided	-	292	Employee left the council
Nottingham	Not provided	-	286	Case is on-going
Telford and Wrekin	19,126	22,792	286	Employee was retained
Leicester	5,857	6,906	283	Employee was retained
Lincolnshire	31,754	24,533	282	Case is on-going
Leicestershire	31,629	36,637	278	Employee was retained
Northamptonshire	14,500	16,735	277	Employee was retained
Erewash	16,952	19,424	275	Employee was dismissed
Leicester	11,707	13,365	274	Employee was retained
Leicester	15,039	16,982	271	Employee was retained
Nottingham	Not provided	-	271	Employee was retained
Derbyshire	26,240	29,520	270	Not provided
Derbyshire	13,589	15,288	270	Not provided
Lincolnshire	11,384	8,390	269	Employee was dismissed
Nottingham	Not provided	-	267	Employee left the council
Leicester	31,091	34,200	264	Employee was retained
Derbyshire	2,351	2,547	260	Not provided
Lincolnshire	28,636	20,162	257	Case is on-going
Northampton	12,312	12,753	249	Employee left the council
Nottingham	Not provided	-	247	Employee was retained
Leicester	18,937	19,410	246	Employee left the council
Leicester	19,218	19,699	246	Employee left the council
Leicester	15,680	15,811	242	Employee was retained
Derby	23,708	23,708	240	Employee left the council

Table 4: The top 20 councils by total cost of suspended staff salaries

Rank	Council	Total cost of suspended staff salaries' (£)
1	Leicester	1,498,336
2	Leicestershire	857,289
3	Coventry	755,029
4	Derbyshire	739,177
5	Stoke-on-Trent	567,084
6	Lincolnshire	535,909
7	Sandwell	479,387
8	Derby	312,555
9	Worcestershire	281,987
10	Tamworth	231,692
11	Walsall	215,288
12	Northamptonshire	158,758
13	Telford and Wrekin	137,653
14	Wolverhampton	135,345
15	Herefordshire	97,165
16	Newcastle-under-Lyme	81,561
17	South Kesteven	69,487
18	Northampton	67,582
19	South Derbyshire	62,873
20	Solihull	55,381

Table 5: Details of staff suspended on full pay across all 78 Midlands Councils

Notes are attached at the end of the table.

Council	Number of Staff suspended from April 2009 to date	Total number of days	Average Length of Suspension (days)	Total salary totals while suspended (£)	Note
Amber Valley	2	89	45	6,697	
Ashfield	4	66	17	4,099	
Bassetlaw	3	113	38	7,957	
Birmingham	<i>Refused</i>				
Blaby	7	97	14	7,619	
Bolsover	7	236	34	16,903	
Boston	10	424	42	37,429	
Bromsgrove	2	130	65	-	1
Broxtowe	12	205	17	16,523	
Cannock Chase	5	230	46	-	2
Charnwood	6	151	25	12,560	3
Chesterfield	2	60	30	4,991	
Corby	7	280	40	36,247	
Coventry	108	12,824	119	755,029	
Daventry	<i>No suspensions recorded</i>				
Derby	39	3,395	87	312,555	4
Derbyshire	89	7,789	88	739,177	5
Derbyshire Dales	<i>Refused</i>				
Dudley	73	-	-	-	6
East Lindsey	<i>Refused</i>				
East Northamptonshire	1	23	23	3,782	
East Staffordshire	9	131	15	2,194	7
Erewash	3	320	107	20,999	
Gedling	1	15	15	609	
Harborough	3	307	102	37,006	
Herefordshire	20	1,204	60	97,165	
High Peak	0	0	-	£0	
Hinckley and Bosworth	-	-	-	-	8
Kettering	3	508	169	50,365	
Leicester	107	16,046	150	1,498,336	
Leicestershire	55	8,130	148	857,289	
Lichfield	3	85	28	6,328	
Lincoln	5	223	45	23,724	
Lincolnshire	39	7,640	196	535,909	9

Council	Number of Staff suspended from April 2009 to date	Total number of days	Average Length of Suspension (days)	Total salary totals while suspended (£)	Note
Malvern Hills	3	130	43	11,563	
Mansfield	7	179	26	13,826	
Melton	6	235	39	17,665	
Newark and Sherwood	2	139	70	26,108	
Newcastle-under-Lyme	11	852	77	81,561	
North East Derbyshire	9	300	33	25,932	
North Kesteven	2	30	15	2,496	
North Warwickshire	1	107	107	-	10
North West Leicestershire	9	585	65	41,888	
Northampton	9	765	85	67,582	
Northamptonshire	25	2,118	85	158,758	11
Nottingham	30	5,832	194	-	12
Nottinghamshire	167	-	-	-	13
Nuneaton and Bedworth	12	245	20	18,098	
Oadby and Wigston	1	-	-	-	14
Redditch	3	311	104	25,465	
Rugby	2	79	40	7,912	
Rushcliffe	6	257	43	16,926	
Rutland	2	127	64	17,753	
Sandwell	56	5,661	101	479,387	
Shropshire	25	-	-	-	15
Solihull	5	380	76	55,381	
South Derbyshire	7	660	94	62,873	
South Holland	6	280	47	25,707	
South Kesteven	10	590	59	69,487	
South Northamptonshire	<i>Refused</i>				
South Staffordshire	1	60	60	5,250	
Stafford	5	47	9	-	16
Staffordshire	<i>Did not Respond</i>				
Staffordshire Moorlands	-	-	-	-	17
Stoke-on-Trent	108	7,231	67	567,084	18
Stratford-on-Avon	1	2	2	-	19

Council	Number of Staff suspended from April 2009 to date	Total number of days	Average Length of Suspension (days)	Total salary totals while suspended (£)	Note
Tamworth	9	320	36	231,692	20
Telford and Wrekin	27	2,066	77	137,653	21
Walsall	22	2,155	98	215,288	
Warwick	7	551	79	54,010	26
Warwickshire	24	1,429	60	-	22
Wellingborough	2	49	25	1,289	23
West Lindsey	2	167	84	16,721	
Wolverhampton	26	1,913	74	135,345	24
Worcester	3	-	-	-	25
Worcestershire	46	3,858	84	281,987	
Wychavon	2	36	18	3,658	
Wyre Forest	2	23	12	1,520	
<b>Totals:</b>	<b>1,328</b>	<b>100,488</b>	<b>76</b>	<b>£7,979,357</b>	

Table 6: Notes to the main table

No.	Note
1	Salaries not provided under Section 40 of the Freedom of Information Act.
2	Salaries not provided under Section 40 of the Freedom of Information Act.
3	Council unable to identify the suspension duration for 3 of these employees in 2010-11 as the information is not on the database.
4	Could not provide information for 2009-10 due Freedom of Information limitations. Could not provide suspension length for 2 of these employees.
5	Could not provide salary information for 1 of these employees.
6	The length of suspensions range from 7 to 521 working days, in some cases the length of time taken was due to "mental impairment/health issues". Salary not provided under Section 40 of the Freedom of Information Act.
7	The length of 4 of these suspensions is unknown. Also included is an ongoing suspension where the duration has not been provided.
8	Not recorded within central HR system.
9	Salary of 2 relief workers included paid in full during suspension not provided.
10	Salary not provided due to Section 40 of the Freedom of Information Act.
11	Information only available for September 2010 onwards.
12	No information disclosed for 2009-10. Includes school staff. Salaries not provided due to Section 40 of the Freedom of Information Act.
13	Days and salaries not provided under Section 40 of the Freedom of Information Act. Includes school staff.
14	Days and salary not provided under Section 40 of the Freedom of Information Act.
15	Salaries provided but length of suspensions not available
16	Salary figures not provided.
17	Information for 2009-10 and 2010-11 not provided under Section 40 of the Freedom of Information Act. No suspensions in 2011-12.
18	Length of suspension not provided for eight of these employees whose suspension was ongoing.
19	Salary not provided under Section 40 of the Freedom of Information Act.
20	Information not corresponding to each case, under Section 40 of the Freedom of Information Act. The figures calculated are averages using the dates and salary bands given.
21	Includes 2 casual staff whose payment during suspension not disclosed.
22	Salaries not provided under Section 40 of the Freedom of Information Act.
23	Includes an employee paid hourly whose pay during suspension was not disclosed.
24	Number of staff includes 4 employees whose additional information was not compatible with additional criteria.
25	Did not provide salary or length of suspension. Disclosed that the longest suspension was for 12 weeks.
26	Warwick council provided an update of their figures after data collation

Table 7: Reasons for Suspensions

<b>Amber Valley</b>
Misuse of the Council's facilities
Verbal abuse
<b>Ashfield</b>
Alleged breach of the Council Code of Conduct
<b>Bassetlaw</b>
Loss of licence
Misappropriation of property
<b>Birmingham</b>
<i>Did not provide this information</i>
<b>Blaby</b>
Accessing confidential Information
Allegation of aiding service user to obtain benefits they were not entitled to
Assault
Failure to follow company procedures
Fraud
Obscene behaviour
Ordering goods for a colleague from her budget via BDC procurement system
<b>Bolsover</b>
Disciplinary investigation
<b>Boston</b>
Acting in any way prejudicial to the authority's interests. Failure to comply with requirements, breach of the sickness provisions.
Gross misconduct - bringing the council into serious disrepute
Gross misconduct - negligence following an accident with council property
Refused to follow reasonable request. use of abusive, intimidatory [sic] and racist language
Serious breach of the code of conduct and misconduct
Serious breaches of the employee code of conduct and harassment policy
Serious breaches of the employee code of conduct, insubordination, breaches of equal opportunities policy.
Serious infringement of health & safety rules. negligence which caused unacceptable loss & damage
Sexual misconduct at work. Violent and abusive conduct
<b>Bromsgrove</b>
<i>Did not provide this information</i>
<b>Broxtowe</b>
Alleged misconduct
<b>Cannock Chase</b>
Breach of procedure
Sexual misconduct
Violence or assault

Working practices and management
<b>Charnwood</b>
Gross misconduct
<b>Chesterfield</b>
Pending an investigation into an alleged incident.
Pending investigation into alleged gross misconduct
<b>Corby</b>
Gross misconduct
<b>Coventry</b>
<i>Did not provide this information</i>
<b>Daventry</b>
No Suspensions
<b>Derby</b>
Potential gross misconduct
<b>Derbyshire</b>
Allegation in relation to fitness to continue working as social worker
Allegation of accessing inappropriate materials
Allegation of assault and verbal abuse of service user
Allegation of assaulting a service user.
Allegation of deception in relation to a service user.
Allegation of failing to comply with council's medication code
Allegation of financial irregularities involving service users finances
Allegation of inappropriate behaviour/sexual harassment
Allegation of inappropriate care practice
Allegation of misappropriation of service users money
Allegation of physical abuse of service user
Allegation of theft from service user
Allegation of theft of food from the home
Allegations of alcohol misuse
Allegations of assault against 2 service users
Allegations of financial irregularities.
Allegations of gross misconduct
Allegations of gross negligence of duties
Allegations of misconduct
Allegations of sexual harassment and theft from Service Users
Allegations of theft
Allegations of theft from service user
Allegations of threatening behaviour/harassment and theft of council property.
Allegations of verbal abuse/refusing to obey instructions
Allegations of verbal and physical abuse.

Breach confidentiality
Bullying
Contact with witness
Falsifying documents
Financial irregularities
Inappropriate behaviour
Medical grounds
Presence at Work may compromise the disciplinary investigation
Sleeping on duty
Use of ICT
<b>Derbyshire Dales</b>
<i>Did not provide this information</i>
<b>Dudley</b>
Absence without Leave (AWOL)
Benefit fraud
Breach of financial and standing order/procurement regulations
Breach of health & safety
Bullying and harassment
Discrimination
Falsification of timesheets
Fraud and Theft
Inappropriate use of IT
Misuse of council equipment
Professional misconduct
Safeguarding
<b>East Lindsey</b>
<i>Did not provide this information</i>
<b>East Northamptonshire</b>
Disciplinary investigation
<b>East Staffordshire</b>
Neutral Act pending an investigation
<b>Erewash</b>
Allegations of gross misconduct
<b>Gedling</b>
Nature of allegations
<b>Harborough</b>
Allegations of breaches of the equality and absence policies and inappropriate behaviour
Allegations of bullying and harassment
Allegations of inappropriate use and misuse of the email system, poor timekeeping, poor performance
<b>Herefordshire</b>

Downloaded and misused sensitive personal data
Gross misconduct - allegation from parent
Gross misconduct - allegation from pupil
Gross misconduct - allegation from service user
Gross misconduct - allegation from third party
Gross misconduct - allegation of bullying
Gross misconduct - breach of GTC code of conduct
Gross misconduct - misuse of IT system
Gross misconduct - physical assault
Pending Police Investigation
Physical altercation [sic] with a service user
Poor performance and lateness
Unauthorised access to council systems for personal gain
<b>High Peak</b>
<i>No Suspensions</i>
<b>Hinckley and Bosworth</b>
<i>Did not provide this information</i>
<b>Kettering</b>
Allegations of gross misconduct
<b>Leicester</b>
<i>Did not provide this information</i>
<b>Leicestershire</b>
Possible gross misconduct
<b>Lichfield</b>
Potential gross misconduct
<b>Lincoln</b>
Suspended during investigation
<b>Lincolnshire</b>
Potential gross misconduct requiring investigation
<b>Malvern Hills</b>
Allegation of sexual harassment.
Fraudulent actions - attending alternative employment whilst on sick leave from council
Intimidatory behaviour towards a member of the public
<b>Mansfield</b>
Misconduct
Misuse of Council Resources
Safeguarding
Theft
<b>Melton</b>
Breach of information security

Breach of trust and confidence
Fraud
Fraud and Theft
Subletting Council Property
<b>Newark and Sherwood</b>
Pending investigation in to allegations of gross misconduct
<b>Newcastle-under-Lyme</b>
Alleged breach of health and safety procedures
Alleged excessive/inappropriate use of internet
Alleged neglect of duty
Alleged payment/receipting irregularities/theft
Alleged private work without approval
Alleged sexual harassment
Alleged theft
Alleged under the influence of alcohol at work
Alleged wilful non-notification of change of personal circumstances
<b>North East Derbyshire</b>
To enable completion of Investigation
<b>North Kesteven</b>
Conduct/misbehaviour
<b>North Warwickshire</b>
Misuse of confidential information, breach of code of conduct, breach of Data Protection Act
<b>North West Leicestershire</b>
Gross misconduct
<b>Northampton</b>
Bullying, discrimination or harassment
Criminal activities
Disregard of safety practices
Physical violence
Serious breach of procedure/confidence
Serious negligence
<b>Northamptonshire</b>
Gross misconduct
<b>Nottingham</b>
Gross misconduct
<b>Nottinghamshire</b>
<i>Did not provide this information</i>
<b>Nuneaton and Bedworth</b>
Accident whilst driving at work
Alleged aggressive behaviour

Alleged falsification of timesheets
Alleged inappropriate behaviour of a sexual nature
Breach of Health and Safety
Disclosure of confidential information
Failure to produce a valid driving licence
Fraud
Potential gross misconduct
Undertaking private work contrary to employees code of conduct
Using a mobile phone whilst driving. threatening behaviour and abusive language.
<b>Oadby and Wigston</b>
<i>Did not provide this information</i>
<b>Redditch</b>
Gross misconduct
<b>Rugby</b>
Breach of code of conduct
Bringing the council into disrepute
<b>Rushcliffe</b>
Conduct
<b>Rutland</b>
Gross misconduct
<b>Sandwell</b>
Alleged gross misconduct
<b>Shropshire</b>
<i>Did not provide this information</i>
<b>Solihull</b>
Disciplinary
<b>South Derbyshire</b>
Disciplinary investigation- gross misconduct
<b>South Holland</b>
Assault
Bypassing electric meter
Discrimination
Fraud
Misuse of drugs
Personal conduct
<b>South Kesteven</b>
<i>Did not provide this information</i>
<b>South Northamptonshire</b>
<i>Did not provide this information</i>
<b>South Staffordshire</b>

Alleged Gross misconduct
<b>Stafford</b>
Precautionary suspension pending investigation
<b>Staffordshire</b>
<i>Did not provide this information</i>
<b>Staffordshire Moorlands</b>
<i>Did not provide this information</i>
<b>Stoke-on-Trent</b>
<i>Did not provide this information</i>
<b>Stratford-on-Avon</b>
<i>Did not provide this information</i>
<b>Tamworth</b>
<i>Did not provide this information</i>
<b>Telford and Wrekin</b>
Potential gross misconduct
<b>Walsall</b>
Alleged Assault
Alleged kidnap
Assault
ATAR Misuse
AWOL
Breach health and safety procedure
Breach of council procedures
Breach of immigration
Break tacograph
Improper conduct
Misuse of computer system
Serious malpractice
Theft
Working whilst receiving sick pay
<b>Warwick</b>
Potential gross misconduct
<b>Warwickshire</b>
Alcohol use
Capability
Conduct
Email and internet use
Police investigation
Theft
<b>Wellingborough</b>

Workplace behaviour
<b>West Lindsey</b>
Bullying and harassment
Theft from Council and misuse of vehicle
<b>Wolverhampton</b>
Breach of ICT Policy
Bullying and Sexual misconduct
Disregard for the safeguarding of children in education
Failure to disclose important patient information
Failure to undertake security checks, failure to supervise, failure to complete induction workbook and NVQ3
Falsification of qualifications for post
Fraud /Falsification
Gross misconduct - allegation of abuse (financial irregularities) against a vulnerable adult
Gross misconduct - allegation of physical assault on a vulnerable adult
Gross misconduct - Inappropriate behaviour and Gross negligence
Gross misconduct- eligibility to work in UK
Leaving a vulnerable client at the taxi rank.
Misuse of Council's internet/email
Non-Disclosure of criminal offences
Physically assaulting a young child in his care
Potential to bring the council into serious disrepute
Serious breach of confidence Abuse of Council's computer facilities for personal use
Breach of professional relationship, financially abused a vulnerable adult, abused position, breach of conduct
Sexual Offence
Sleeping whilst on Duty
Suspended due to an investigation (safeguarding)
Theft involving a member of the public / Bringing the Council into serious disrepute / Disobedience of orders
Threatening, aggressive and abusive behaviour
Unauthorised alteration and falsification of records
Undertook private work during contractual hours; Misuse of Council equipment; Breach ICT Security Policy
Use of threatening/ abusive behaviour
<b>Worcester</b>
Alleged or potential breach of disciplinary gross misconduct guidelines
<b>Worcestershire</b>
<i>Did not provide this information</i>
<b>Wychavon</b>
Alleged serious breach of trust and confidence - potential damage to council reputation. Alleged disregard to confidentiality of information relating to customers. Potential fraud in respect of misuse of organisation's time
Serious misuse of organisation's internet and e-mail system and serious act of insubordination
<b>Wyre Forest</b>
Misconduct