

	<i>Level of officer subject to disciplinary action</i>		
Action under the Procedure	Directors and Assistant Directors	Executive Directors	Chief Executive and Statutory Officers
Investigation	An Executive Director or Statutory Officer, acting as Commissioning Manager, may appoint a suitable internal or external investigator.	Chief Executive to trigger disciplinary process and appoint Executive Director or Statutory Officer as Commissioning Manager, who may appoint an external investigator.	External investigator appointed by the Employment Panel.
Suspension	An Executive Director or Statutory Officer in consultation with Head of HR.	Executive Director or Statutory Officer (or, in the event of a conflict, the Chief Executive) in consultation with Head of HR.	The Employment Panel advised by the Monitoring Officer & Head of HR.
Warnings (action short of dismissal)	An Executive Director acting as Hearing Manager in consultation with Head of HR.	Chief Executive acting as Hearing Manager in consultation with Head of HR.	Employment Panel acting as Hearing Manager.
Appeal against action short of dismissal	Executive Director or Chief Executive in consultation with Head of HR.	Employment Panel	Differently constituted Employment Panel.
Dismissal	An Executive Director acting as Hearing Manager in consultation with Head of HR and Monitoring Officer.	Chief Executive acting as Hearing Manager in consultation with Head of HR and Monitoring Officer.	The Combined Authority must vote, taking into account the recommendations of the Employment Panel.
Appeal against dismissal	Chief Executive	Employment Panel	The officer will respond to the findings of the investigation and recommendations before a vote is taken by the Combined Authority.

Indicates change of decision-maker.

Indicates no change in decision-maker