

Appendix 1

Civil staff unsatisfactory performance cases: August 1997 - December 2001

Gender	Grade	Location	Ethnicity	Date	Reason	Outcome	Other Comments
Male	Catering Assistant	Resources	Not stated	05/08/1997	Probationer - failed initial training course	Dismissal	
Female	13 AA	TP	White	16/01/1998	Unsatisfactory work performance	Dismissal	Given compulsory early severance terms
Male	Catering Assistant	Resources	Not stated	03/06/1998	Probationer - failed initial training course	Dismissal	Probationer
Female	Catering Assistant	Resources	Not stated	05/06/1998	Probationer - failed initial training course	Dismissal	Probationer
Female	12 AO	SO	Not stated	09/08/1998	Probationer - unsatisfactory work performance	Dismissal	Probationer
Male	12 Comms Officer	TP	White	10/11/1998	Serious negligence when answering 999 call	Formal reprimand	Dealt with as a gross misconduct issue
Female	Catering Assistant	Resources	Not stated	29/01/1999	Probationer - failed initial training course	Dismissal	Probationer
Female	12 F Tech	SO	White	09/04/1999	Unsatisfactory work performance	Dismissal	Probationer
Male	12 Comms Officer	TP	White	28/05/1999	Serious negligence when answering 999 call	Regraded to generalist AO	Dealt with as a gross misconduct issue

Gender	Grade	Location	Ethnicity	Date	Reason	Outcome	Other Comments
Male	12 Comms Officer	TP	White	01/10/1999	Serious negligence when answering 999 call re racist incident	Formal reprimand	Dealt with as a gross misconduct issue
Male	13 AA	TP	White	21/10/1999	Failed probation	Dismissal	Probationer
Female	Catering Assistant	Resources	Not stated	11/02/2000	Failed initial training and assessment	Dismissal	Probationer
Female	12 AO	TP	Asian-other	13/03/2000	Unsatisfactory work performance	Downgraded to grade 13 AA	
Female	Catering Assistant	Resources	White	29/06/2000	Failed probationary period	Dismissal	
Male	Kitchen Porter	Resources	White	14/08/2000	Failed probationary period	Dismissal	
Male	12 SRO	TP	Black Caribbean	23/08/2000	Negligence - failed to take appropriate action following report of crime by member of public	Board concluded behaviour fell much short of gross misconduct and issued stage 1 warning	Dealt with as a gross misconduct issue
Female	13 AA	DCC	Black African	27/12/2000	Failed probationary period - unsatisfactory work performance	Dismissal	

Gender	Grade	Location	Ethnicity	Date	Reason	Outcome	Other Comments
Female	12 AO	TP	Black Caribbean	28/06/2001	Unsatisfactory attendance and performance - probationer	Dismissal	Probationer. Application to ET alleging race discrimination, victimisation and unfair dismissal withdrawn on first day of hearing
Female	Catering Assistant	Resources	Not stated	12/10/2001	Failed initial training course	Dismissal	Probationer
Female	Catering Assistant	Resources	Black African	20/10/2001	Failed initial training course	Dismissal	Probationer
Male	12 AO	TP	Pakistani	13/11/2001	Unsatisfactory performance	Dismissal	Probationer
Male	13 AA	TP	White British	21/12/2001	Unsatisfactory work performance	Recommended for dismissal – resigned	Probationer