

** Please provide a breakdown showing the number of staff formally disciplined in 2018 and to date in 2019. In the breakdown, please provide a description of the behaviour or misconduct which resulted in the disciplinary action and the nature of the action taken.*

<i>Nature of misconduct</i>	<i>2018</i>	<i>2019</i>
Action following a grievance outcome	1	
Breach of Code of Conduct	9	6
Breach of confidentiality		2
Breach of Dignity at Work Policy	1	4
Breach of Security	5	6
Criminal Conviction	2	2
Inappropriate behaviour/conduct (please specify)	4	3
Other (please specify)	2	3
Professional Negligence	4	4
Refusal to carry out reasonable management instruction		5
Social Media breach	1	
Unauthorised absence	3	4
Total	32	39

<i>Outcome of misconduct</i>	<i>2018</i>	<i>2019</i>
No warning	3	5
Written warning	23	22
Final written warning	5	9
Dismissal	1	3
Total	32	39