

UNIVERSITY OF EDINBURGH

Resolution of the University Court No. 55/2010

Appeals Against Dismissal

At Edinburgh, the Eighth day of November, Two thousand and ten.

WHEREAS, in exercising its powers to make resolutions and regulations in relation to the employment of staff, the University Court wishes to adopt arrangements for appeals against dismissal which are fair and impartial;

THEREFORE the University Court, after consultation with the Senatus Academicus and in exercise of the powers conferred upon it by Section 3 of the Universities (Scotland) Act, 1966, with special reference to paragraph 8 of Part II of Schedule 2 to that Act, hereby resolves that any procedures or regulations relating to appeal against dismissal by a member of staff shall give expression to the following principles:

1. Appeals will be heard by a person, appointed by the Principal, who will have had no previous involvement in the case, and should not be familiar with the events which led to the employee's dismissal.
2. The person appointed by the Principal shall be an appropriately experienced senior member of the University or an external person drawn from a panel appointed by the Court, following consultation with the recognised trades unions, and which may include members of Court.
3. The Principal may delegate the responsibilities set out in section 1 of this Resolution to the Director of Human Resources for staff other than academic staff (as defined in Ordinance 208).
4. If an appeal against dismissal concerns a member of academic staff on Grade 8 or above, there must be an external component to the process.
5. The person hearing the appeal may choose to be joined by up to two advisory assessors: in cases relating to the dismissal of academic staff, if the person hearing the appeal is not a member of the academic staff of the University then appointment of an academic member of staff of the University as an assessor is obligatory.
6. Having due regard to the confidentiality of the persons involved in any appeal the University Court shall be routinely notified of:
 - all appeals against dismissal and how they are to be heard; and
 - the outcome of all such appeals and actions taken, once known.
7. This Resolution shall come into force with effect from a date yet to be determined by the University Court.

For and on behalf of the University Court

K AWALDRON

University Secretary