

Investigating, initiating and chairing disciplinary hearings

Upskill managers involved in participating in hearings (as internal chairperson, initiator or witness)

Target participant: Line Managers; HR

In-person / online: In person | **Duration:** 2 days

Content

- Unpack laws relating to employee dismissal
- Map the processes for formal disciplinary action
- Discuss what evidence should be gathered in an disciplinary investigation
- Outline the various roles at a disciplinary hearing
- Summarise some of the key case law about employee dismissal
- Concludes with a mock disciplinary hearing in which the participants get experience in the processes they should follow

Outcomes

Line Managers have a better understanding of the legal requirements and obligations involved in hearings. The practical tips they receive during the training and the experience of being involved in a mock hearing allows for a far deeper appreciation of what's required and ability to apply that knowledge.