

Derek Bolton
Corporate Information Security Manager

Our Ref: FOI3360/DB/02
Please ask for: Derek Bolton
Direct dial: 01827 709 587
E-mail: foimailbox@tamworth.gov.uk

[Name Redacted]
Trinity Mirror
Six Park Street
Cardiff
CF10 1XR

16th April 2015

Dear [Name Redacted]

Freedom of Information – Request for Information

With regards to your recent enquiry for information held by the Authority under the provisions of the Freedom of Information Act. Please find the information you requested below with reference in the box to your original enquiry for clarity where multiple answers are required.

Details of Your Request

*The number of council workers who have been formally disciplined by the council in each of the past five financial years (i.e. 2010-11 to 2014-15) broken down by financial year.
In each case, a brief description of the transgression that led to the disciplinary action (e.g. fraud, assault, inappropriate internet use) and the outcome of that disciplinary action (e.g. Written warning, final warning, dismissal).*

The response to your request as follows:
Please refer to PDF attachment

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This council also believes in transparency of information, this includes requests made under the Freedom of Information Act and the Environmental Information Regulations and we reserve the right to publish these requests in our Disclosure Log along with the response, the requestors name

and/or company where the information is requested on a regular basis. Care shall be taken not to publish your email address or physical address where it is considered personal information as defined under the Data Protection Act 1998.

The Corporate Information Security Manager,
Tamworth Borough Council,
Marmion House,
Lichfield Street,
Tamworth,
B79 7BZ

Details of Tamworth Borough Council's internal review and complaints procedure are attached, in accordance with the provisions of the Act.

Yours Sincerely

Derek Bolton
Corporate Information Security Manager

Allegation date	Allegations	Outcome
2010-2011	<ul style="list-style-type: none"> Using inappropriate behaviour to a member of staff which constituted harassment on the grounds of gender. Entering a building contrary to your letter of suspension. Inappropriate use of a council mobile telephone for sending, receiving and storing pictures which are of an explicit and pornographic nature which is in breach of the council's equal opportunities and mobile phones policies. Inappropriate use of a council mobile telephone for sending, receiving and storing texts which are discriminatory on the grounds of gender, race, or disability which is in breach of the council's equal opportunities and mobile phones policies. Inappropriate use of a council mobile telephone for storing video footage which is explicit and pornographic and may discriminate on the grounds of gender which is in breach of the council's equal opportunities and mobile phones policies. 	Dismissed
2010-2011	Wilful or deliberate failure to perform to a reasonable and acceptable standard, Insubordination, Failure to follow reasonable instructions, Failure to notify a line manager when absent.	Formal written on file for 3 months
2011-2012	Fraud and false representation for personal gain; Theft; Unauthorised and inappropriate use of a council vehicle; Unauthorised removal of property belonging to the council.	Dismissed
2011-2012	Fraudulent time recording, failure to use council's time recording system appropriately	Final written warning 18 months
2011-2012	Failure to Follow a management instruction	First Written on file for 12 months
2011-2012	Persistent Lateness	Final Written Warning for 18 months
2011-2012	Bringing Council into disrepute, Breach of children & vulnerable adults policy, breach of trust and confidence.	Final Written Warning for 18 months
2012-2013	failure to perform duties to a reasonable and acceptable standard	Formal Verbal for 6 months
2012-2013	Failure to follow a management instruction; Failing to ensure safety and security; Breaching security information protocols	Management instruction to all officers
2013-2014	Abusive and threatening behaviour to other employees Behaviour in breach of the code of conduct	Dismissed
2013-2014	Failure to follow reasonable instructions from a supervisor or manager	Formal Written Warning for 12 months
2013-2014	Breach of Children and Vulnerable Adult Policy	Formal Written Warning for 12 months
2014-2015	Fraud and False Representation for Personal Gain	Resigned
2014-2015	Fraud and False Representation for Personal Gain Breach of Council Policy and Procedure	Resigned
2014-2015	Failure to adhere to Council Diversity & Equality scheme ; misuse of partnership information ; unauthorised disclosure of sensitive information; bringing TBC into disrepute.	Final Written Warning 3 years and instigation of formal Capability procedure
2014-2015	Persistent Lateness and failure to report in line with Managing Attendance	Formal Written Warning 12 months
2014-2015	Wilful neglect of laid down or accepted Health and Safety regulations Failure to adhere to Health and Safety instructions Wilful of deliberate failure to perform to a reasonable and acceptable standard Failure to take care of own and others Health & Safety	Final written warning 2 years