

REGULATION 36 PROCEDURE FOR DISMISSAL ON GROUNDS OF SOME OTHER SUBSTANTIAL REASON OR STATUTORY BAR

1. INTRODUCTION

1.1 This Procedure sets a procedural framework for considering the dismissal of members of staff on grounds other than those for which other specific procedures have been adopted by the University. Its purpose is to ensure that such cases are considered fairly, that (save as otherwise specified in this Procedure) no decision is taken unless the member of staff has had the opportunity to make representations regarding his/her proposed dismissal, and to provide for a right of appeal.

1.2 This Procedure applies when it is proposed to terminate the employment of any member of staff for reasons *other* than :

(i) misconduct;

(ii)

cover the absence of a member of staff (the substantive post holder) - for example during the substantive post holder's absence on research or sabbatical leave, secondment, or maternity leave - on the basis that the substantive post holder is due to return to his/her employment or if the substantive post holder is not so returning, that the substantive post is to be advertised;

(ii) where the member of staff's employment cannot be continued without the

