

Appendix 5d

ACTION	REASON FOR TERMINATION							
	Misconduct	Capability - Performance	Capability – Ill health (Long term or, frequent intermittent absence)	Some other Substantial Reason		Capability- Permanent Ill Health	Redundancy	Expiry of Fixed Term Contract
Dismissal	Yes	Yes	Yes	Yes		Maybe – could be mutual termination	Yes	Yes
<b>England</b> only: Independent Panel Required  <b>Wales</b> only: Designated Independent Person	Yes	Yes	Yes	Yes		No	No	Yes- If authority has given commitment to renew
Required to follow ACAS Code of Practice	Yes	Yes	Yes	Yes		Maybe – if dismissal	No	No
Appropriate Procedure to follow	JNC	JNC	JNC	JNC		Local (with Council approval)	Local (with Council approval)	Local (with Council approval)