**Fast-Track Form – Employee and Commissioning Manager**

**It is strongly advised that you should read the fast-track process guidance in full before completing this form.**

For the fast-track process to be applied, all eligibility criteria must be satisfied.

This form should only be used if it is a case of alleged gross misconduct where dismissal is not an option and if it has been discussed and agreed with HR case management.

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| **Employee Personal Details** Name …………………………………………… Date ………………………………………….Department/Team/Service………………………………………………………………………Immediate Line Manager ………………………………………………………………………… |

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| **Commissioning Manager Personal Details** Name ……………………………………… Date ………………………………………….Role …………………………………………………………………………………………………Department/Team/Service………………………………………………………………………….*Advice from HR Case management should be sought if advice, guidance, or support is required.* * **Investigation/fact find has been conducted to provide sufficient evidence to support any potential sanction issued.**

**Date/s of investigation/fact find:** **Details of investigation/fact find: (attach any supporting documentation)****Incident/Allegation details and any known dates:****Do the allegations constitute gross misconduct?** * **Yes**
* **No**

**If ‘Yes’, has the fast-track process been discussed and agreed with HR case management?*** **Yes**
* **No**

**If ‘No’, the fast-track process should not proceed, and formal disciplinary hearing procedure referred too or HR case management to agree fast-track.****Commissioning Manager decision and rationale: -** **Sanction:** * **No formal sanction – informal action sufficient**
* **First written warning (9 months)**
* **Final written warning (12 months)**

**Rationale:** |

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| **Employee Declaration****It is strongly recommended that you speak to your trade union representation, a workplace colleague or JACS before completing this section should you require any advice.****Declaration –** I declare that: (Please tick accordingly and provide comments where necessary) * **I do NOT have a live disciplinary sanction on file**
* **I accept that by electing to use the Fast Track Process, which has an Agreed Outcome, there will be no right of appeal against the outcome**
* **I was given the right to representation**
* **I have read and fully understand the fast-track process guidance and what it means**
* **I admit in full and confirm to all the allegation(s) of misconduct put forward against me and have reflected and learnt from the experience**
* **I understand that by completing this form this case will not be addressed under the Formal Disciplinary Hearing Procedure**
* **I confirm that I am happy to accept the sanction indicated on this form and understand that a record of my misconduct will be held on my personal file for the specified period**
* **I understand that further misconduct of a similar nature during the lifetime of a warning may be taken into consideration when considering any further sanctions**
* **I understand that if for any reason it is deemed not suitable to proceed with fast-track process in full, the information contained in this form can be used in any formal disciplinary hearing process instigated.**

Name ………………………………………………………………………………………..Role …………………………………………………………………………………………..Signed…………………………………… Date……………………………………………Comments: |

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| **Fast-Track Meeting** **Attendees present: (including names and roles of any representation in attendance)** **Additional comments:**We agree that this is a true reflection of any discussions and agreed next steps in the fast-track process:**Employee**Name ………………………………………………………………………………………..Signed…………………………………… Date……………………………………………**Commissioning Manager**Name ………………………………………………………………………………………..Signed…………………………………… Date…………………………………………… |

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| **HR Case Management** I can confirm that this sanction has been issued to the employee and a copy retained on the employees personal file in accordance with data protection legislation. The fast-track process meets the requirements as set out in the Disciplinary Policy and Procedure.Name ………………………………………………………………………………………..Role …………………………………………………………………………………………..Signed…………………………………………………………………………………………. Date……………………………………………**Sanction letter sent to employee and a copy of the letter, signed fast-track form, and any supporting documents to be saved in employees personal file in line with data protection legislation.** |