

### **Independent Panel**

Independent Panel is convened  
Officer and Disciplinary committee are represented.  
The Independent Panel review the decision and  
prepare a report to Council, giving clear reasons if  
they disagree with the recommendations of the  
Disciplinary Committee

### **Council**

Council meets to consider the recommendation from the  
Disciplinary Committee and the report of the  
Independent Panel and consider the recommendation to  
dismiss. The Officer should be provided with a right of  
appeal against the decision and allowed to attend this  
meeting and address Council. The Independent  
Investigator may also be invited to attend to provide  
clarification if required. Following this consideration  
Council should either confirm or reject the  
recommendation to dismiss. It may at this stage impose  
a lesser sanction. This stage in the process constitutes  
the Officer's final right of appeal