

Peak District National Park Authority
 Potential Reasons for Termination of a relevant officer

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
Independent Panel Required	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 (This policy)	JNC (This policy)	JNC (This policy)	JNC (This policy)	Local (with full Authority approval)	Local (with full Authority approval)	Local (with full Authority approval)

