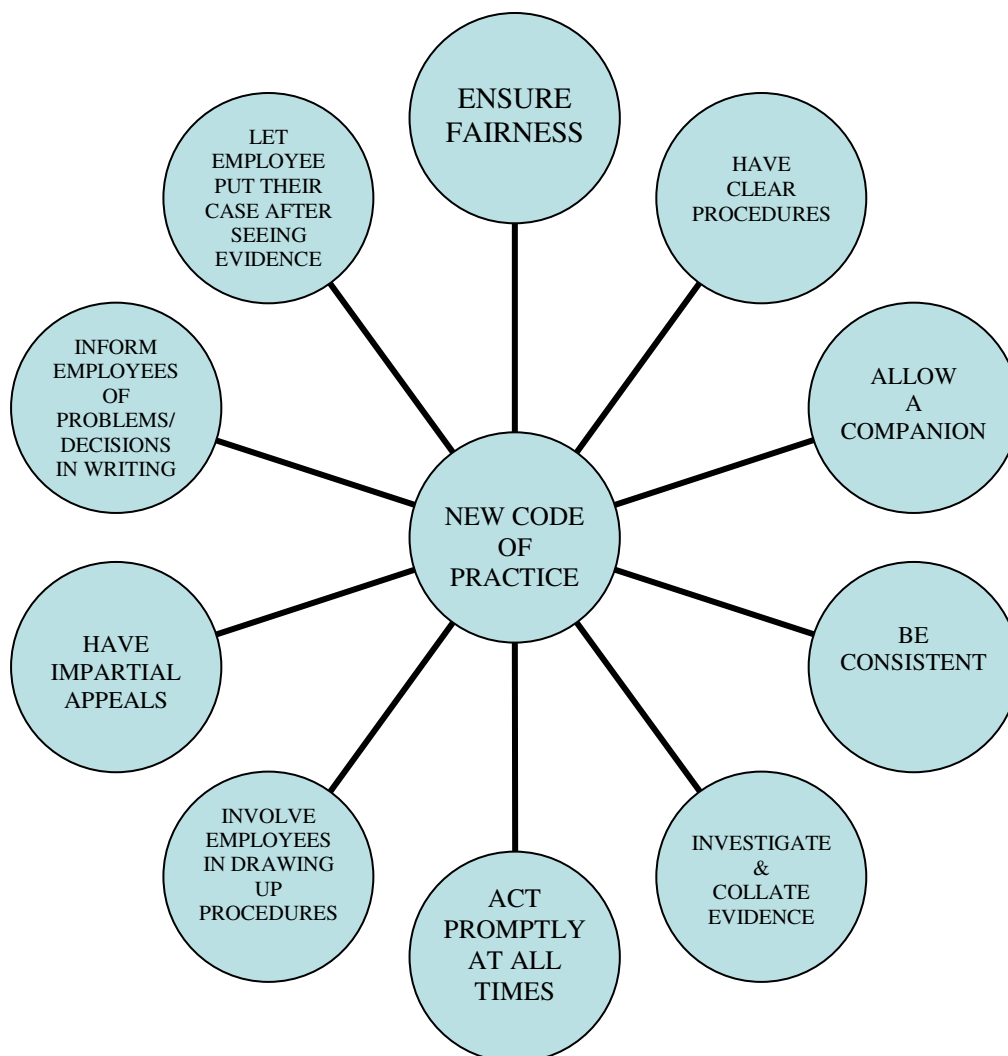


**DISPUTE RESOLUTION DEPARTMENT
EMPLOYMENT LAW
MAY 2009**

The new **ACAS Code of Practice on Disciplinary and Grievance Procedures** came into effect on **6 April 2009**. It is not compulsory to follow the Code, but a failure to do so on the part of the employer or the employee will be taken into consideration. Tribunals can reduce or decrease awards by up to 25% if there has been an unreasonable failure to comply with the Code. An ACAS guide accompanies the Code outlining good practice, but below are some of the main points that employers should keep in mind when undertaking a disciplinary on grounds of misconduct or performance issues:



If you require any advice or assistance about an employment matter, please contact Deborah Driscoll in our Dispute Resolution Department.

Disclaimer

The content of this article is intended for general information purposes only and is not a substitute for specific advice. It is based upon our understanding of the legal position as at May 2009 and it may be affected by subsequent changes in the law. We cannot accept responsibility for any loss as a result of acts or omissions taken in respect of this article.