

This section of the Handbook sets out the University's procedures for the dismissal of staff.

**Section 9(ii)** contains the University's Severance Policy, which covers the procedure for compulsory redundancy. Whereas the University will work to avoid compulsory redundancies wherever possible, there will be times when reductions in the number of posts cannot be avoided. The procedure includes an appeal mechanism to the Board of Governors.

**Section 9(iii)** contains the University's Staff Disciplinary Procedure, which covers the investigation and consideration of allegations of misconduct by staff that may require disciplinary action to be taken. The staff disciplinary procedure makes provision, in extreme cases, for the dismissal of a staff member from the University. The procedure includes an appeal mechanism to the Board of Governors.