



Misconduct/Serious Misconduct Policy



The difference between misconduct/serious misconduct

Whether misconduct amounts to serious misconduct depends on the particular circumstances of a given case. Relevant circumstances include:

- whether the behaviour was repeated
- any combination of behaviour
- the harm caused or potentially caused
- how requests to desist were responded to.

Serious misconduct which may result in dismissal:

Behaviour that is highly likely to be considered “serious misconduct” includes, but is not limited to:

- theft, dishonesty and fraud in the course of employment
- violence and assault
- intoxication at work
- use of derogatory, violent or abusive language
- failure to observe safety rules causing danger to self and others
- failure to declare a conflict of interest causing undue risk to the organisational integrity
- obscenity
- criminal conduct including conduct that, if proven, renders the person unfit for work



- sexual or racial harassment
- bullying and deliberately aggressive conduct towards a colleague
- breach of professional boundaries with a client.

Misconduct

Misconduct includes, but is not limited to, the following:

- failing to obey lawful and reasonable instructions
- failing to properly follow policies, procedures and rules
- failing to share relevant information
- unacceptable disruptive behaviour
- unauthorised absence from the workplace
- repeatedly being late for work without lawful excuse.

Helpful links

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[Disciplinary actions](#)