

John S Harrison - Application for election to the Investigations Committee

In 2015 I was elected to the Investigations Committee for 1 year and again in 2016 for 3 years, I also served as a Presenter. In September 2018 I resigned with immediate effect on a matter of principle. The decision by the Board in January 2019 and the proposed amendment to the Bye-Laws to be on the June Council agenda will, I believe, ensure not only the integrity and impartiality of IC, but also will ensure that the entire GCCF investigations, disciplinary and appeals process is at "arm's length" and can enjoy the confidence of all individuals bound by the rules of the GCCF. I would therefore ask once again for your support of my application to stand for election to the Investigations Committee.

I attended my first cat show in the mid 1960's and have been involved in the Cat Fancy since that time. I have been a GCCF Judge since 1986 and judge within Sections 2, 3, 4, 5, & 6. I have served as committee member, secretary, treasurer & chairman in various clubs affiliated to the GCCF both breed & area clubs, and done my time as a GCCF delegate, BAC representative and secretary of a JCC.

During my employment as a Local Government Officer I became highly involved in the disciplinary process in a large department; this included investigating, documenting & presenting cases, to a single arbiter, panel of elected members or an industrial tribunal; as well as hearing cases and appeals both individually or as a member of a panel. In the sphere of Local Government disciplinary cases almost always include Trades Union representation and an input from both Legal and Human Resources Departments. Most cases, if proven, invariably result in financial penalties and/or loss of employment – the act of taking away someone's livelihood cannot be taken lightly and is done in the full knowledge that the handling of the case, the decision and the rationale behind that decision could, at a later date, be fully scrutinised by an industrial tribunal or in the law courts. Cases ranged from falsification of documentation, theft, bullying, harassment, wilful damage, inappropriate behaviour, inadequate productivity and all manner of infringements relating to working within the public sector. Investigations and disciplinary action could equally be against senior management, supervisory or blue-collar employees. Prior to my retirement I was the investigating Officer in a very complex case of sustained racial discrimination by management over a period of more than 14 years.

I firmly believe that it is essential in any disciplinary procedure that the policy and rules are strictly adhered - even in circumstances where the 'correct' decision may not necessarily be the 'obvious' or 'popular' decision. It is only by strict adherence to the rules and procedures that all individuals will be treated equally, transparently and within a comparable time-scale. **All** individuals, regardless of the nature of the alleged misdemeanour, have the right to expect that they will be treated fairly, impartially, with consideration and freedom from animosity.

John S Harrison.

April 17th 2019