

## **John S Harrison - Application for election to the Investigations Committee**

I was first elected to the Investigations Committee in 2015 and since then I have regularly presented cases to the Disciplinary Committee and the Appeals Committee. I am currently actively engaged in updating procedures first introduced in 1989.

I have a sound knowledge of the Cat Fancy. I attended my first cat show in the mid-1960s and have been involved in the Cat Fancy since that time; I still breed cats and occasionally show. I was appointed as a GCCF Judge in 1986 and judge within Sections 2, 3, 4, 5, & 6. I have served as a general 'dogsbody', committee member, secretary, treasurer & chairman in various GCCF affiliated clubs, both breed & area clubs, and have served 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, a 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 invariably include Trades Union representation and input from both the Legal and Human Resources Departments of the authority. Many cases, if proven, invariably resulted 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 later be reviewed 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. Immediately prior to my retirement, I was fully engaged for several months as the investigating officer in a very complex case of sustained racial discrimination by management over more than 14 years.

I firmly believe that it is essential in any disciplinary procedure that the policy and rules are strictly adhered to - even in circumstances where the 'correct' decision may not necessarily be the 'popular' decision. It is only by strict adherence to the rules and procedures that **all** individuals will be treated equally, transparently, without fear or favour, 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.**

May 27<sup>th</sup>, 2022