

Suspension

Gemma has been suspended from her post as a Care Assistant as there have been allegations that she grabbed a service user by the arm.

Gemma has a second job in the evenings as an Usher at a Rhondda Cynon Taf theatre.

Will Gemma be suspended from her second job also?

No. Gemma can continue to work in her second job as she is not working with vulnerable adults/children. As this is a vulnerable adult allegation if Gemma's second job was working, for example, in a similar setting then the suspension would also be relevant and upheld in the second job.

Human Resources will consider whether the suspension will be relevant to any work that the employee undertakes in their secondary employment. If it is determined that the suspension from the first job was done on the basis of avoiding risk/harm to a certain group and that risk/harm was still present in relation to the second job then the suspension would be relevant to all jobs.