

**Mr Tom Watson (West Bromwich East): To ask the Secretary of State for Culture, Media and Sport, how many Arts Council England staff have been subject to (a) stage 1, (b) stage 2 and (c) stage 3 performance capability meetings in each of the last five years; and what proportion of such meetings have resulted in (i) a dismissal and (ii) a subsequent appeal against dismissal by a member of staff.. (309896)**

Answer:

Arts Council England employee performance is dealt with through our performance capability policy.

Our records indicate that a total of seven warnings were issued in 2006-7; three first stage warnings were issued in 2007-8 and four in 2008-9; one final stage warning was issued in 2008-9. There have been no warnings issued in 2009-10

A total of three cases have resulted in dismissal.

There have been no appeals against dismissal resulting from the performance capability policy.

There have been five cases of staff not being confirmed in post at the end of their probationary period. There have been appeals in three of these cases.