# FSCS manager dismissed for inadvertent exposure during Bank Holiday video call



In an unusual case of workplace conduct, a £60,000-a-year manager at the Financial Services Compensation Scheme (FSCS) was dismissed after inadvertently exposing himself during a video call. The incident took place on May 8, 2023, a Bank Holiday in the UK to celebrate King Charles III's Coronation. The employee, whose identity remains undisclosed, claimed that he was unaware of the camera's positioning when he stood up to adjust a cable behind his computer, leading to the unfortunate display.

The meeting involved external consultants and quickly became the focus of an internal investigation following colleague complaints. The employee argued that his actions were merely accidental, stating that he often did not wear full attire while working from home. Despite this, the tribunal concluded that as an employee in a leadership position, he should have been more mindful of professional decorum. Sabah Carter, a senior figure at the FSCS, pointed out that the dress code applied universally, regardless of the holiday, emphasising the importance of maintaining a respectable image, especially in a managerial role.

The tribunal’s findings indicated a lack of remorse from the employee, who claimed that the circumstances of the meeting warranted a different standard of conduct. His assertions included allegations of racial discrimination, insisting that requiring him to work on a Bank Holiday was unjust. However, the tribunal established that he had chosen to work on that day and, notably, had failed to demonstrate any significant basis for his claims of discrimination.

Interestingly, while this case exhibits a personal lapse in conduct, it highlights the growing complexities of remote work environments and employees' expectations regarding behaviour during virtual meetings. Comparatively, a recent Dutch court ruling ruled in favour of a telemarketer who was unjustly dismissed for refusing to keep his webcam on during work, citing privacy concerns. This emphasises the tension between employer monitoring and personal privacy that continues to arise in the digital workspace.

Moreover, instances of inappropriate behaviour during virtual meetings are not isolated. For example, a finance boss was dismissed for exposing his underwear on a Zoom call, having lowered his laptop intentionally. While the tribunal upheld his dismissal, it also ruled in his favour on a procedural technicality, illustrating the often fine line between acceptable interaction and misconduct in professional settings.

These cases highlight the evolving standards of behaviour expected in the increasingly digital workplace, where the consequences of lapses can be severe. The FSCS manager's case serves as a reminder for all professionals on the importance of maintaining appropriate conduct, particularly when engaging with colleagues and clients remotely. Ultimately, the tribunal ruled that the manager’s actions constituted a serious breach of professional standards, leading to the dismissal of all his claims concerning unfair treatment and discrimination.

In conclusion, as remote work becomes a staple in many industries, the parameters of acceptable behaviour are evolving quickly, demanding adaptability from both employees and employers as they navigate this new landscape of professionalism.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

1. <https://www.dailymail.co.uk/news/article-14727251/Manager-sacked-standing-no-pants-work-video-call.html?ns_mchannel=rss&ns_campaign=1490&ito=1490> - Please view link - unable to able to access data
2. <https://www.bbc.co.uk/news/technology-63203945> - A Dutch court ruled that a telemarketer fired for refusing to keep his webcam on during work was unjustly dismissed. The employee, working for US-based IT company Chetu, was awarded approximately €75,000. In August, he declined to participate in a 'Corrective Action Program' that required his camera to be on, citing privacy concerns. The court found no sufficient justification for the monitoring, stating it violated the employee's privacy rights. Chetu did not provide a statement to the court, nor did the company appear at the court hearing.
3. <https://www.metro.co.uk/2021/10/07/boss-told-worker-you-need-sausage-and-showed-her-tight-underwear-on-zoom-15383291/> - A senior finance boss was sacked for exposing his 'tight' underwear to a female colleague on a lockdown Zoom call. Philip Taylor, head of financial planning at Compagnie Financiere Tradition, was reported by his colleague for 'deliberately' lowering his laptop camera to reveal his light-coloured pants and the flesh of his thigh and groin. The tribunal ruled his actions were inappropriate, especially given his seniority, and upheld his dismissal. However, Taylor won a claim of wrongful dismissal on a technicality due to the absence of the colleague's evidence at the tribunal.
4. <https://www.bbc.com/news/business-59573146> - Vishal Garg, CEO of US mortgage company Better.com, apologized after firing 900 employees in a Zoom meeting. The mass layoffs, announced just before Christmas, were criticized as 'cold' and 'harsh.' Garg acknowledged the execution was a 'blunder' and expressed regret for embarrassing the affected employees. He stated, 'I failed to show the appropriate amount of respect and appreciation for the individuals who were affected and for their contributions to Better.'
5. <https://www.telegraph.co.uk/news/2023/02/11/tube-manager-critical-black-lives-matter-unfairly-sacked-tribunal/> - A senior London Underground manager, Tracy Webb, was unfairly dismissed after posting critical comments about Black Lives Matter and George Floyd on Facebook. Webb, who had worked for Transport for London for 32 years, argued that her dismissal was unfair and that her comments were taken out of context. The tribunal found procedural faults in her sacking, stating that the disciplinary hearing was 'ill-equipped' and that the decision was 'prejudged.' Webb was awarded compensation for unfair dismissal.
6. <https://www.cnn.com/2023/10/17/business/citibank-lawsuit-worker-fired-expense-claims/index.html/> - Citibank won a case against an analyst it dismissed for claiming his partner's meals on expenses and lying about it. The employment judge ruled that the analyst, Fekete, breached the bank's expenses policy by claiming meals for his partner and failing to be honest when questioned. Citibank stated it was 'pleased with the decision' of the tribunal. Fekete had claimed he misunderstood the company's expense policy and was experiencing personal difficulties at the time.
7. <https://www.bbc.com/news/uk-england-tees-28965609> - Fay Hand, a manager at EE in Darlington, was unfairly dismissed after a member of her staff kicked a colleague unconscious. The tribunal ruled that her sacking had been 'pre-judged' and that the investigation into her actions was inadequate. Hand had worked for EE for 17 years and had an unblemished record. The tribunal found that the dismissal was unfair and ordered compensation for Hand.