

# Chartered Banker

Leading financial professionalism

Eric, Graham, Lawrence and Kevin were three young dealers working in the capital markets division of a large bank. One morning, they were summoned to the office of their immediate manager to discuss a serious matter.

The manager showed them a newspaper article that had appeared in an influential tabloid newspaper. To their horror, it reported that two days earlier they had been seen wine and dine some of their friends in an upmarket London restaurant. The report was prominently placed in the newspaper, together with a sensational headline and photographs from the evening in question.

The author of the article estimated that the four colleagues had spent over £20,000, had created pandemonium with their loutish behaviour and had generally been abusive to other customers in the restaurant. It was obvious that they were from the bank as they were wearing ties with the company's logo on them. The article went on to question why banks tolerated this kind of behaviour, or even employed such people, at a time when they should be thinking about rebuilding their reputations in the eyes of the public.

The manager explained that, under the circumstances, he had no choice but to consider dismissing the four colleagues for bringing the reputation of the bank into disrepute.

The four colleagues replied by stating that they were spending their own money in their own time, and that the people they were entertaining were actually valuable clients of the bank who were likely to place more business with the bank as a result of their evening out.

They stated that they did not intend to submit any expenses claim to the bank. In their view, what they did in the evenings was none of the bank's business.

Would the bank be right to dismiss the four colleagues?