

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY R.J. WARD OF ST. HELIER  
QUESTION SUBMITTED ON MONDAY 29th MARCH 2021  
ANSWER TO BE TABLED ON WEDNESDAY 7th APRIL 2021**

**Question**

Will the Minister confirm the number (if any) of disciplinary procedures carried out across all Government departments during the last 4 years in which a line manager has been both the instigator of the disciplinary action and the arbiter of the outcome; and will he provide a breakdown of such instances by Department?

**Answer**

The SEB has not been made aware of any instances during the last four years, across all Government departments, in which a line manager has been both the instigator of the disciplinary action and the arbiter of the outcome.

It is important to be precise about terms used in responding to this question;

‘Instigator of the disciplinary action’ we have taken to mean the commissioner of a process which could lead to a disciplinary sanction.

‘Arbiter of the outcome’ has been taken to mean the decision to apply a disciplinary sanction or not, and the level of the sanction.

Our disciplinary policy specifically identifies independent panels as the body responsible for reviewing facts around each case and deciding whether a sanction is appropriate and if so, the level of the sanction.

The HR case management team provides support to line managers dealing with complex or formal disciplinary cases.

Line managers present the case to the disciplinary hearing panel and in line with policy, no line manager referring a case to the HR case management team will take part as a Panel member at a formal Hearing.

Line Managers, in line with the Disciplinary Policy, may issue informal warnings to staff aside from any formal action. We do not hold data centrally about informal warnings.

Should the Deputy have any information to the contrary, we would welcome sight accordingly.