

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY M.R. HIGGINS OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 11th SEPTEMBER 2018**

**Question**

Will the Chief Minister advise members what action would be taken under existing policy against any member of the civil service who was found to have lied to States Members and the public, and who would either not admit errors or who covered up their actions; and if such actions would not result in the employee's dismissal, would he be prepared to make such actions result in the commencement of dismissal proceedings?

**Answer**

The States of Jersey as an employer, has well established procedures and policies dealing with such matters. For example the Civil Service Code of Conduct and the disciplinary procedure.

Complaints against members of staff are taken very seriously, and there are clear protocols for dealing with such matters, at departmental level, depending on the nature of the complaint.

In the event that disciplinary action is appropriate, the procedure lays out the necessary steps, investigation, and evidence gathering needed in order to proceed with a formal hearing. When a referral is made to a professional body, then that organisations procedures will also take effect.

It is for the Head of the Public service, under the delegated powers of the States Employment Board and associated Codes of Conduct to ensure the effective implementation of the procedures.