

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.R. SCOTT OF ST. BRELADE
QUESTION SUBMITTED ON MONDAY 30th JANUARY 2023
ANSWER TO BE TABLED ON MONDAY 6th FEBRUARY 2023**

Question

“Given the response to [Written Question 3/2023](#), will the Chair advise –

- a) what specific non-ethical activities by public servants are absolutely prohibited with the sanction of immediate dismissal;
- b) what is the sanction for public employees engaging in any retaliatory action against a member of the public for any reason; and,
- c) what is the minimum number of tested ethical compliance training sessions that public sector employees are required to complete each year and how is their completion of training assessed?”

Answer

- a) Any allegations of non-ethical activities for public servants are managed within the gross misconduct categories (disciplinary rules) within the disciplinary policy (which is a non-exhaustive list). The standards in the public service code of practice would also be applicable as a reference. In line with the disciplinary policy and procedure, any allegations of gross misconduct are handled through the disciplinary policy and procedure where an outcome of gross misconduct may result in dismissal. The employee rights at work code of practice confirms that no public servant will be dismissed without a fair procedure.
- b) As above, this is outlined in the disciplinary rules and would follow a disciplinary procedure.
- c) Public sector employees do not undertake formally tested ethical compliance training. Objectives are also now structured around the values. All public service employees adhere to and must represent the values of public service in their work, which SEB members are also committed to meeting. These include being respectful, being better together, always improving, customer focused and delivering. The values form part of the training provided in the MyWelcome corporate induction that all new hires complete when joining the government.

Links

[Disciplinary general rules and performance](#)

[Disciplinary policy for public servants](#)

[States of Jersey Codes of Practice](#)