

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY D.W. MEZBOURIAN OF ST. LAWRENCE**

ANSWER TO BE TABLED ON TUESDAY 14th FEBRUARY 2006

Question

Would the Chief Minister inform members of the total number of staff, by Department, who have been suspended as a result of disciplinary infractions in each of the last three years (2002 to 2005) and in each case identify the employee group concerned, the nature of the alleged infraction, the period of suspension, and the means of disposal of the case?

Answer

The total number of staff suspended over the four-year period 2002 to 2005 was 64, an average of 16 a year, and details are listed below in alphabetical order of department.

Although this number does appear to be high, it should be noted that it represents a very small percentage of the total public sector workforce. 16 suspensions a year out of a total headcount of 6,485 (as at 30th June 2005) represents a percentage of approximately 0.25%.

Nevertheless, the figures in some departments do give cause for concern, especially in those cases where suspensions have lasted for an extended period. I have accordingly asked my Chief Executive to carry out an urgent investigation into the matter, and to report back with recommendations as to how the current situation can be improved.

The detailed figures are given below –

Chief Minister's Department

Total number of staff suspended 2002-2005: 2

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Civil servant	Gross negligence (professional standards)	Dismissed & subsequently reinstated on appeal	7 weeks	2005
Civil servant	Serious misconduct (professional standards)	Issued with a final written warning	7 days	2005

Economic Development

Total number of staff suspended 2002-2005: 2

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Civil servant	Suspended under the bullying and harassment policy	Hearing scheduled for March 2006	Two weeks (officer now on sick leave)	2005
Manual worker	Refused to carry out instructions of manager	Reinstated	One week	2004

Education, Sport and Culture

Total number of staff suspended 2002-2005: 7

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
ETSSS	Inappropriate use of internet	Dismissed	Three weeks	2002
Manual worker	Possession of firearms: criminal charge	Resigned 23.10.02	One week	2002
Teacher	Possession of class A & B substances: criminal charge	Dismissed	Two weeks	2003
Manual worker	Reported for duty in an intoxicated state on three separate occasions	Dismissed	One week	2004
RCCO	Receiving full salary on sick leave & employed elsewhere	Dismissed	Eight weeks	2004
Manual worker	Indecent assault on female person age 15 years: criminal charge	Resigned 4.11.05	Six weeks	2005
Civil servant	Suspended under the bullying and harassment policy	Ongoing	Ten weeks (suspension commenced on 2.12.05)	2005

Health and Social Services

(Note: The information relating to Health and Social Services was originally provided by the Minister for Health and Social Services in a written answer on 17th January 2006).

Total number of staff suspended 2002-2005: 21

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Manual worker	Under police investigation (misuse of computers)	Ongoing	3.5 years	2002 ongoing
Nursing	Gross Misconduct (Patient abuse)	Resigned when given penalty	5 months	2002
Social Worker	Gross Misconduct (Professional standards)	Resigned whilst suspended	6 weeks	2002
Manual worker	Gross misconduct (theft of HSS property)	Employee resigned before disciplinary hearing	1 day	2002
RCCO	Standards of child care	Written warning	12 weeks	2003
Nursing	Gross misconduct (alcohol abuse on duty)	Dismissed	7 weeks	2003
Medical staff	Performance issues	Referral to NCAS	3 weeks	2004

Medical staff	Performance and medical concerns	Still under investigation	13 months	2004 ongoing
Nursing	Gross Misconduct (Inappropriate Behaviour)	Dismissed	6 weeks	2004
Medical Staff	Professional standards	No case after police investigation	11 months	2004
Nursing	Professional Standards	No case after police investigation	13 months	2004
Nursing	Gross misconduct (patient abuse)	Dismissed	2 months	2005
Civil Servant	Gross misconduct (misuse of email)	Suspended while working notice period	4 weeks	2005
Social Worker	Gross Misconduct (Performance issues)	Dismissed	6 months	2005
Nursing	Gross misconduct (Patient abuse)	Resigned when given penalty	4 weeks	2005
Nursing	Gross misconduct (Patient abuse)	Dismissed	12 weeks	2005
Nursing	Lack of duty of care	Written warning	5 weeks	2005
Nursing	Under Police investigation	Ongoing	12 months	2005 ongoing
Nursing	Professional Standards	No case	5 weeks	2005
Nursing	Inappropriate Behaviour	No case	5 weeks	2005
Manual worker	Gross misconduct (alcohol abuse and non-attendance)	Resigned whilst suspended	2 weeks	2005
Manual worker	Gross misconduct (abusive language towards a patient)	Written warning	5 months	2005

Home Affairs

Total number of staff suspended 2002-2005: 4

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Prison Officer	Assault on a prisoner	Resigned	3 months	2002
Prison Officer	Trafficking of illegal substance	Resigned	4 months	2004
Prison Officer	Unprofessional conduct with a prisoner	Resigned	One month	2005
Firefighter	Serious misconduct (unacceptable behaviour towards colleague)	Written warning	Four days	2003

Housing

Total number of staff suspended 2002-2005: None

Judicial Greffe

Total number of staff suspended 2002-2005: None

Law Officers' Department

Total number of staff suspended 2002-2005: None

Planning and Environment

Total number of staff suspended 2002-2005: None

Police

Total number of staff suspended 2002-2005: 15

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Police Officer	Misconduct	Dismissed	10 months	2002
Police Officer	Misconduct	Resigned	6 months	2003
Civil servant	Misconduct	Dismissed	10 months	2003
Civil servant	Criminal allegation/ misconduct	Resigned	10 months	2003
Civil servant	Criminal allegations/ gross misconduct	Resigned	9 months	2003
Civil servant	Criminal allegations/ gross misconduct	Dismissed	9 months	2003
Civil servant	Criminal allegations/ gross misconduct	Dismissed	9 months	2003
Police Officer	Misconduct: criminal charges	Resigned	6 months	2004
Police Officer	Criminal allegation/ misconduct	Official reprimand	One year 8 months	2004
Police Officer	Serious misconduct	Awaiting disciplinary hearing	One year 4 months	2004
Police Officer	Criminal allegation/ misconduct	Resigned	4 months	2004
Civil servant	Gross misconduct	Resigned	8 months	2004
Police Officer	Criminal allegation/ misconduct	Awaiting charges/ disciplinary hearing pending	7 months	2005
Police Officer	Misconduct	Resigned	3 months	2005
Civil servant	Gross misconduct	Resigned	6 months	2005

Postal Department

Total number of staff suspended 2002-2005: 10

Employee Group	Nature of alleged infraction	Outcome	Length of suspension	Year
Postal Worker	Postal Infraction	Dismissal	3 weeks	2002

Postal Worker	Serious Breach of Personal Conduct	Dismissal	10 days	2002
Postal Worker	Breach of Personal Conduct	Final Written Warning	2 weeks	2003
Postal Worker	Postal Infraction	Did not proceed to disciplinary	1 week	2003
Postal Worker	Postal Infraction	Dismissal	2 weeks	2003
Postal Worker	Falsification of records	Final Written Warning	2 weeks	2004
Postal Worker	Breach of Personal Conduct	Final Written Warning	1 week	2004
Postal Worker	Breach of Personal Conduct	Final Written Warning	1 week	2004
Postal Worker	Customer Complaint	Written Warning	1 week	2005
Postal Worker	Postal Infraction	Did not proceed to disciplinary	2 weeks	2005

Probation

Total number of staff suspended 2002-2005: None

Social Security

Total number of staff suspended 2002-2005: 1

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Civil servant	Misuse of e-mail system	Resigned	2 weeks	2005

States Greffe

Total number of staff suspended 2002-2005: None

Transport and Technical Services

Total number of staff suspended 2002-2005: 1

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Civil servant	Gross misconduct: misuse of e-mail (sending an inappropriate e-mail to a States member)	Final written warning	Two months	2004

Treasury and Resources

Total number of staff suspended 2002-2005: 1

Employee group	Nature of alleged infraction	Outcome	Length of suspension	Year
Civil servant	Gross misconduct (internet abuse)	Dismissal	12 days	2005

Viscount's Department

Total number of staff suspended 2002-2005: None