

WRITTEN QUESTION TO THE CHIEF MINISTER BY THE CONNETABLE OF ST. LAWRENCE**ANSWER TO BE TABLED ON TUESDAY 3rd FEBRUARY 2009****Question**

Would the Chief Minister advise the Assembly of the total number of staff, by Department, who were suspended as a result of disciplinary infractions during the year 2008 and, in each case, identify the employee group concerned, the period of suspension, the means of disposal of the case and, in those cases where the time between the suspension date and the disciplinary hearing was greater than the eight weeks recommended by the States Employment Board, the reason for the extension?

Would the Chief Minister advise the Assembly of the total number of staff who were suspended during the period 2007 to 2008, and who remain suspended, identifying in each case the employee group concerned, the period of suspension and the reason why the employee remains suspended?

Answer

EMPLOYEE SUSPENSIONS

Table A – This table depicts the number of employees (defined by Department) who were suspended between January and December 2008

Department	Employee Pay Group	Suspension Commenced	Suspension Finished	Method of Disposal
Home Affairs	Civil Servant	06/12/07	17/01/08	Dismissed
	Prison	28/12/07	01/02/08	Disciplined
	Prison	12/02/08	29/09/08	Dismissed
	Prison	17/04/08	12/06/08	Disciplined
	Police	16/04/08	22/09/08	Reinstated
	Police	21/07/08	Ongoing	N/A
	Police	26/08/08	Ongoing	N/A
	Police	01/09/08	Ongoing	N/A
	Chief Officer	12/11/08	Ongoing	N/A
P&E	Civil Servant	12/06/08	13/06/08	Resigned
HSS	Civil Servant	12/06/08	Ongoing	N/A
	Doctors & Dentists	19/10/06	Ongoing	N/A
	Nurses & Midwives	07/12/07	18/01/08	Reinstated
	Nurses & Midwives	25/02/08	26/03/08	Reinstated
	Civil Servant	13/03/08	19/05/08	Disciplined
	Civil Servant	28/03/08	20/11/08	Disciplined
	Nurses & Midwives	31/03/08	26/06/08	Disciplined
	Manual Worker	02/06/08	13/06/08	Resigned
	Health Care Asst.	20/06/08	14/07/08	Reinstated
	Health Care Asst.	22/08/08	15/09/08	Dismissed
	Nurses & Midwives	03/10/08	17/10/08	Disciplined
	Health Care Asst.	16/10/08	Ongoing	N/A
	Health Care Asst.	31/10/08	Ongoing	N/A
	Health Care Asst	10/12/08	Ongoing	N/A
Civil Servant	05/11/08	Ongoing	N/A	

ESC	Highlands College	30/04/07	30/08/08	Resigned
	Teacher	21/12/07	21/03/08	Dismissed
	Manual Worker	08/01/08	17/01/08	Reinstated
	Teacher	02/06/08	10/06/08	Reinstated
	Youth Worker	24/10/08	19/12/08	Reinstated
	Manual Worker	11/09/08	20/10/08	Disciplined
TTS	Civil Servant	28/02/08	10/03/08	Reinstated
	Manual Worker	25/06/08	15/08/08	Disciplined
T&R	Civil Servant	01/10/08	15/10/08	Dismissed
EDD	Civil Servant	20/11/07	04/02/08	Disciplined
	Airport Fire	03/07/08	05/12/08	Action Pending

Notes to Table A:

There were a total of 36 employees who were either suspended in 2008 or whose suspension carried over into 2008. The 36 employees in question belonged to the following pay groups:

9 x Nurses and Midwives
9 x Civil Servants
4 x Police Officers
4 x Manual Workers
3 x Prison Officers
2 x Teachers
1 x Youth Workers
1 x Airport Fire Service
1 x Highlands College Managers
1 x Chief Officer
1 x Doctors and Dentists

As previously reported to the Connetable, the States Employment Board (SEB) in May 2006 agreed a number of recommendations relating to the suspensions of employees, foremost of the recommendations were:-

- All suspensions be notified to the Employee Relations Section of the Chief Minister's Department at the time of the suspension thus enabling the level and duration of the suspension to be monitored; and,
- Chief Officers to ensure that all suspensions were formally reviewed one month from the suspension date and no less frequently than a month thereafter.
- The maximum time between suspension date and the disciplinary hearing be 8 weeks (with an expectation that it will be done before that time if possible).

The SEB continues to review all employee suspensions by way of a twice yearly report which also identifies those suspensions exceeding the 8 week recommended duration and the reasons for the delay.

Of the 36 employees suspended in 2008 (or whose suspensions continued into 2008 from 2007, and in one case, 2006), 17 met the SEB target of being resolved within 8 weeks. Of those that failed to meet the target, in the main, these are cases where complex external investigations, usually involving the police, are necessary and almost always result in a lengthy delay before applying the internal disciplinary process. However, I am satisfied that where there are no such external influences impacting on a case, it is almost always the case that the 8 week deadline is met.

EMPLOYEE SUSPENSIONS (CONT)

Table B – This Table depicts the number of employees by Department who were suspended during 2006 and 2007 and who remained suspended.

DEPARTMENT	EMPLOYEES WHO REMAINED SUSPENDED
HSS	One

Notes to Table B:

There is only one employee who was suspended by his Department in 2006 and who remains suspended and there are no employees suspended during 2007 who remain suspended. As identified in Tables A and B, the employee in question is a member of the Doctors and Dentists pay group employed in the Health and Social Services Department. The employee remains excluded due to a very complex and exceedingly lengthy police investigation and subsequent court case.