

# Written Ministerial Statement

*The content of this written ministerial statement is as received at the time from the Minister. It has not been subject to the official reporting (Hansard) process.*

## Department of Finance

### REVIEW OF CIVIL SERVICE DISCIPLINARY POLICY

*Published on Thursday 27 October 2022.*

**Mr C Murphy (The Minister of Finance):** On 9<sup>th</sup> December 2021 I updated the Assembly on the outcome of the RHI Disciplinary Process. At that time I informed members that I had commissioned a review of the NICS disciplinary policy and I undertook to update the Assembly on the progress on that review.

The review has now been completed. It was carried out with the support of the Labour Relations Agency and 3XO, an independent expert HR organisation.

The draft policy proposes an independent panel to consider cases concerning a thematic issue that impacts groups of employees and matters with the potential to have outcomes of gross misconduct. The intention is that potentially serious or systemic disciplinary matters are dealt with in a timely and independent manner, and in a way which commands public confidence.

The draft policy will now be consulted on with Central Trade Union Side. Following that consultation it will be for a future Finance Minister to make decisions in relation to a new disciplinary policy.