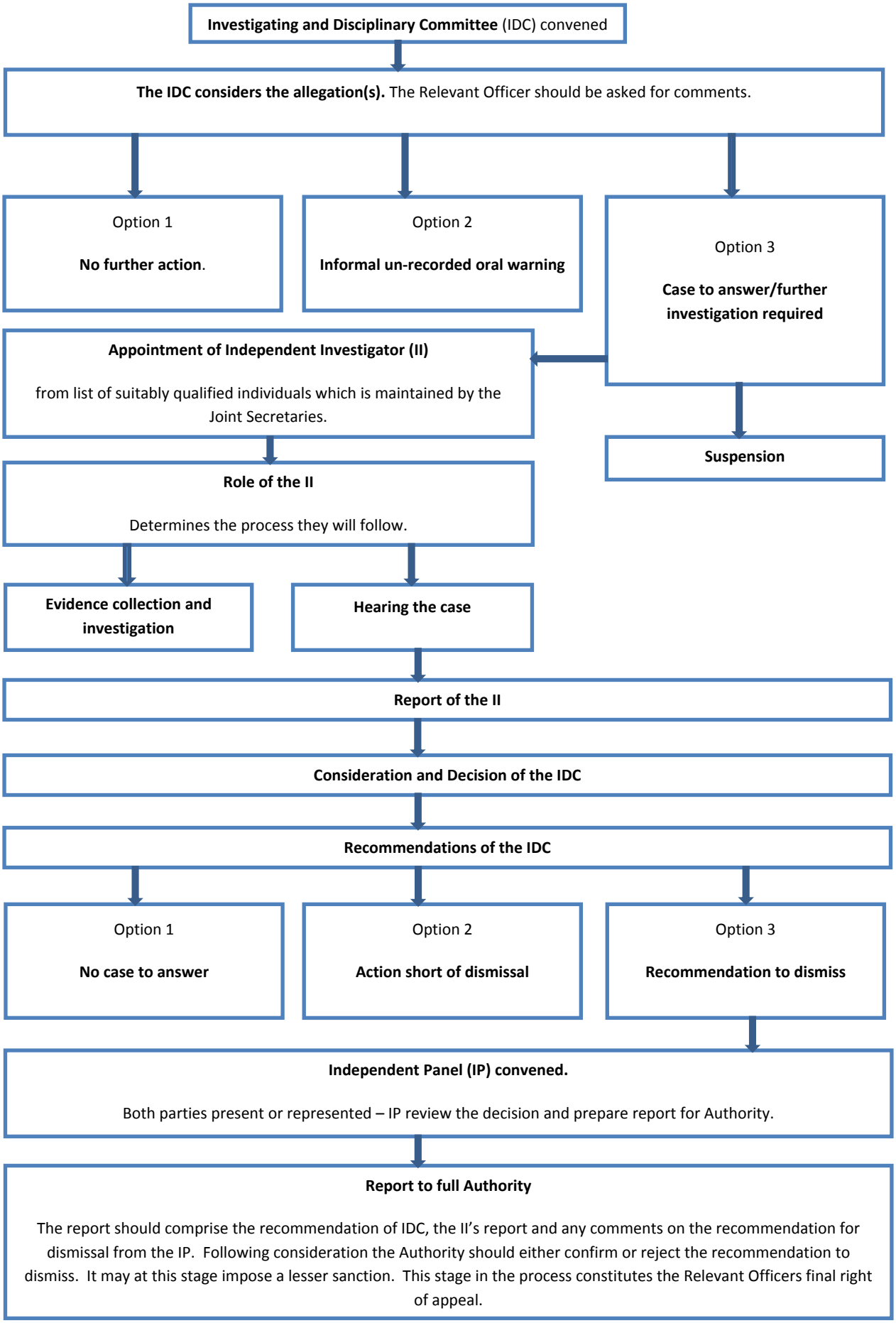
Investigating and Disciplinary Committee (IDC) convened
The IDC considers the allegation(s). The Relevant Officer should be asked for comments.
Option 1
No further action.
Option 2
Informal un-recorded oral warning
Option 3
Case to answer/further investigation required
Appointment of Independent Investigator (II)
from list of suitably qualified individuals which is maintained by the Joint Secretaries.
Suspension
Role of the II
Determines the process they will follow.
Evidence collection and investigation
Hearing the case
Report of the II
Consideration and Decision of the IDC
Recommendations of the IDC
Option 1
No case to answer
Option 2
Action short of dismissal
Option 3
Recommendation to dismiss
Independent Panel (IP) convened.
Both parties present or represented – IP review the decision and prepare report for Authority.
Report to full Authority
The report should comprise the recommendation of IDC, the II's report and any comments on the recommendation for dismissal from the IP. Following consideration the Authority should either confirm or reject the recommendation to dismiss. It may at this stage impose a lesser sanction. This stage in the process constitutes the Relevant Officers final right of appeal.