

Dealing with discipline (FAQ)

Q: Can I bring a colleague to a disciplinary meeting?

A: You can be accompanied by a trade union representative or a work colleague of your choice. Additional information can be found in policy 6.03 Discipline.

Q: I would prefer to bring my solicitor with me to the disciplinary hearing. Is this acceptable?

A: No, You cannot be accompanied by anyone acting in a legal capacity.

Q: Can I appeal a disciplinary penalty?

A: Yes you can appeal a disciplinary decision. Additional information can be found in policy 6.03 Discipline.

Q: What are the time scales for submitting appeals?

A: The time limit for the submission of an appeal is currently found within policy 6.03 Discipline. In addition, in the case of dismissal, you may also appeal to the NICS Appeal Board within 3 months from the date of dismissal.

Q: I had a previous disciplinary. Will this be taken into consideration at this disciplinary hearing?

A: Yes. With the exception of very serious offences, which will always be taken into consideration, previous less serious offences, will not be taken into consideration after a period of time, subject to satisfactory performance during this time. Additional information can be found in policy 6.03 Discipline.

Q: I have been suspended without pay following a disciplinary hearing. Can I claim any Social Security Benefits while I am suspended?

A: You may be able to claim Social Security Benefits. You should check with your local Social Security Office.

Q: Following a disciplinary investigation where I was suspended without pay, I have been cleared of all charges. Am I entitled to any back pay for the suspension period?

A: Provided you have been cleared of all charges, you will receive a net sum representing any shortfall in net pay that you would have received during your suspension.