



## CSAC Appeal 001/2018 – Record of Decision

Appeal 001/2018 was received on 15 May 2018 in the form of a Cover Letter and substantive documents submitted by the Appellant's legal representative.

Following receipt of the appeal submission, the Respondent acknowledged that "irregularities in the process as it relates to written notification are recognized," and that there were "irregularities in the termination process".

The Commission subsequently:

1. accepted the Respondent's admissions,
2. ordered that the Appellant be reinstated to her substantive post (at the same pay with the same benefits),
3. ordered that the Appellant be compensated from the date of her dismissal to the date of her reinstatement, along with all benefits (i.e. pension payments, reimbursement for any medical appointments/procedures, etc.),
4. requested that the Respondent share with the Commission a copy of her communication to the Appellant giving effect to items 2 and 3 above, and
5. made no findings prohibiting the Respondent from initiating any future disciplinary proceedings against the Appellant.

In addition, the Commission noted that any further disciplinary proceedings should be undertaken following proper procedures and processes as set out in the Public Service Management Law and Personnel Regulations.

The Appellant was duly informed on 14 June 2018 by letter addressed to the Respondent and copied to her legal representative.

*It is noted that Chairman Donovan Ebanks along with members Colin Ross, Stacey van Develde, Sheena Sigsworth and Vicki Hulse participated in the decision making process of this appeal.*

  
\_\_\_\_\_  
Donovan Ebanks  
CHAIRMAN  
CIVIL SERVICE APPEALS COMMISSION