



1. In certain cases, the form of disciplinary action proposed by the delegate can be put to the employee for their response at the same time as the allegations. Written advice should be sought from SCSS Workforce if this course of action is proposed.

2. Some public sector employees may have a right of review under section 59 of the *Public Sector Act 2009* (SA) in relation to the decision to take disciplinary action other than termination.

3. Various remedies may be available to employees on dismissal (e.g. unfair dismissal). The time limit for filing an unfair dismissal application to SAET is 21 days from the date of dismissal.