

Our Ref: 2018-188

Date: December 2018

**Subject: Disciplinary Actions**

This request asked:

**“Dear FOI team,**

**I write with a request for information under the FOIA.**

**My request is as follows:**

- \* Please provide a breakdown showing the number of staff disciplined in the calendar years 2015, 2016, 2017 and to date in 2018;**
  - \* Please provide a breakdown showing the nature of the disciplinary action and the reason. For example: First written warning - IT misuse; dismissal - sexual misconduct.**
  - \* Please provide a further breakdown showing, where known, where the staff member worked (which of the six palaces).”**
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Our response:

I have answered your request in the table shown below:

	<b>First Written Warning</b>	<b>Final Written Warning</b>	<b>Dismissal</b>	<b><i>Total number of disciplinary actions per year*</i></b>
<b>2015</b>	Attendance x1  Performance x2	Misconduct – Sexual Harassment	Misconduct – Falsifying timesheets	<b>5</b>
<b>2016</b>	Attendance x3  Performance x2  Misconduct x1	N/A	Attendance x2  Misconduct – dishonesty	<b>9</b>
<b>2017</b>	Performance x3  Attendance x1  Misconduct – Security Breach  Misconduct – inappropriate behaviour	Performance x3	N/A	<b>9</b>
<b>2018</b>	Attendance x2  Performance x2	Misconduct – Security Breach	Misconduct – Dishonesty	<b>6</b>

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