

Terms of Reference – Investigating and Disciplinary Committee

1. Consider allegations relating to the conduct or capability of the Head of Paid Service, Section 151 (Chief Financial Officer) Officer or the Monitoring Officer.
2. To appoint an Independent Investigator from a list maintained by the JNC Joint Secretaries and in accordance with the procedure adopted by the JNC Joint Secretaries from time to time.
3. To receive and consider the report of the Independent Investigator and be given authority to impose no sanction, or to take action short of dismissal and to impose an appropriate penalty or take other appropriate action.

In such cases where the IDC considers it appropriate taking into account the threshold test Head of Paid Service, the IDC may suspend the Section 151 Officer or Monitoring Officer

- Provide Independent Investigator with terms of reference regarding the allegations to be investigated
 - Appoint independent external advisors as required to and enable it to carry out function to agree any settlement.
4. Delegated authority to negotiate any settlement in consultation with internal / external auditors.