

Civil Service Appeal Board

Background

Further to the Government's Public Bodies Review and notification that the Civil Service Appeal Board (CSAB) was to be closed, we can now provide you with further details. In practical terms, the decision means:

- bringing to an end to the dismissal function;
- the CSAB closing as an NDPB; and
- the residual appeal work to be re-housed within the Civil Service.

The CSAB's remit to date had been to hear appeals in four areas:

- dismissal;
- forfeiture of superannuation;
- refusal to take part in political activities; and
- the part payment or non-payment of compensation under the Civil Service Compensation Scheme to those dismissed on inefficiency grounds.

Dismissal appeals include termination on the grounds of inefficiency due to unsatisfactory attendance or performance; early retirement; disciplinary grounds; failed probation; termination of fixed-term appointments; compulsory redundancy; and those that are determined on the basis of 'some other substantial reason'.

Next steps

The CSAB will only now accept dismissal appeals from those individuals with a last effective date of service up to and including 30 November 2010. It will take around 12 months to clear the outstanding caseload and any final appeals received. The CSAB will, therefore, close as an NDPB on 31 December 2011. **A Question & Answer brief is attached at Appendix A.**

How the remaining areas of appeal will be affected and accommodated is now being considered. For the time being, individuals who wish to bring appeals in those areas (ie forfeiture of superannuation; refusal to take part in political activities; and the part payment or non-payment of compensation under the Civil Service Compensation Scheme to those dismissed on inefficiency grounds) should continue to use the CSAB subject to the usual rules in each of those areas.

Appendix A

Civil Service Appeal Board (CSAB) Q&A

What decision has been taken?

- The CSAB will cease to exist as an NDPB and its main function to hear appeals against dismissal (90% of its annual caseload), will end.

Why has this decision been taken?

- The decision to abolish the CSAB was taken as part of the Government's Public Bodies Review.
- The Civil Service needs to operate in a more efficient and business-like way and be brought more in line with the wider public and private sectors. The CSAB's function to hear appeals against dismissal provided an extra level of appeal not available to the rest of the UK workforce.

When will the decision take effect?

- The CSAB will only accept dismissal appeals from individuals with a last effective date of service up to and including 30 November 2010. Civil Servants can make an appeal within 3 months of their dismissal date.
- It will take around 12 months to clear the outstanding caseload and any final appeals received. The CSAB will close as an NDPB on 31 December 2011.

What will happen about the other, non-dismissal, cases?

- The CSAB can also hear appeals against forfeiture of superannuation; the refusal to take part in political activities; and the level of compensation awarded under the Civil Service Compensation Scheme in certain dismissal cases. How this residual work will be dealt with is being considered.

Are Civil Servants being denied a right of appeal against dismissal?

- No. Civil Servants have the same rights to an internal appeal and to utilise the Employment Tribunal Service as any other individual in the workplace.

Have the trades unions been notified?

- The Council of Civil Service Unions has been notified. We now plan to work with them to consider any outstanding issues.