

Penalties	Total	Male	Female	White	VEM	N/T	Band C and over	Band D and below
Dismissals	49	27	22	23	20	6	1	48
Formal reprimand	10	6	4	5	5		0	10
Resignation	14	10	4	8	5	1	3	11
Retirement	1	0	1	1	0		0	1
Stage 1 Inefficiency	8	2	6	5	3		0	8
Stage 1 Misconduct	11	6	5	7	4		0	11
Stage 2 Inefficiency	1	1	0	1	0		0	1
Stage 2 Misconduct	16	12	4	12	4		2	14
Stage 3 Inefficiency	2	0	2	2	0		0	2
Stage 3 Misconduct	14	7	7	12	1	1	0	14
Summary dismissal	1	0	1	1	0		0	1
Contract terminated	2	1	1	0	2		0	2
NFA	5	3	2	5	0		4	1
Suspension off pay- imposed by disciplinary panel as alternative penalty to dismissal	4	1	3	4	0		0	4
Recommended for dismissal await outcome	2	2	0	1	1		0	2
Total	140							
White	88							
VEM	44							
N/T	8							
Organisational Stats:								
Civil Staff		12841.6						
White		10204.4						
VEM		2637.22						
% of VEM undergoing discipline		1.6						
% of W undergoing discipline		0.87						