



INTEGRITY IN PUBLIC LIFE

# HEARING PROCESS GUIDE & RULES

Effective from 6 November 2018

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## 1 INTRODUCTION

- 1.1 These Rules apply when the Standards Commission, after receiving a report from the Commissioner for Ethical Standards in Public Life in Scotland (CESPLS) in terms of section 14 of the Ethical Standards in Public Life etc. (Scotland) Act 2000 (the Ethical Standards Act), decides to hold a Hearing.
- 1.2 These Rules have been agreed by the Standards Commission in terms of section 17 of the Ethical Standards Act and outline the procedures to be followed by Members and staff of the Standards Commission, the parties and anyone else who attends a Hearing.
- 1.3 The Hearing Panel may dispense with, or vary any provision in these Rules, where it appears to the Hearing Panel it would be fair and just to do so.

## 2 DEFINITIONS

In this document the following definitions apply:

**affirmation** – solemn undertaking to tell the truth.

**balance of probabilities** - the applicable standard of proof to determine whether it is more likely than not that the evidence presented supports the alleged breach.

**case** - a complaint or a number of complaints which have been investigated together as the subject matters of the complaints are the same or related.

**CESPLS** - the Commissioner for Ethical Standards in Public Life in Scotland (CESPLS) or any individual appointed to represent him or her.

**Chair** - a Member of the Standards Commission appointed by the Convener to chair a Hearing Panel.

**Code of Conduct** - the relevant Code of Conduct applicable to the Respondent(s).

**Complainer** - the person who submitted the complaint to the CESPLS for investigation.

**complaint** - an allegation submitted to CESPLS that a councillor or board member of a devolved public body has contravened an identified section or sections of a Code of Conduct.

**contravention** - a breach of the relevant Code of Conduct.

**Convener** - the Convener of the Standards Commission.

**days** - refers to calendar days.

**the Ethical Standards Act** - the Ethical Standards in Public Life etc. (Scotland) Act 2000, as amended.

**the Executive Director** - the Executive Director of the Standards Commission or a member of staff representing the Executive Director.

**Hearing** - proceedings conducted to determine whether there has been a breach of a Code of Conduct under the terms of the Ethical Standards Act.

**Hearing Panel** - Members of the Standards Commission selected by the Convener to conduct a Hearing.

**Member** - unless stated otherwise, means a Member of the Standards Commission.

**oath** – a solemn promise usually invoking a divine witness, to tell the truth.

**parties** - the CESPLS and the Respondent.

**productions** – all written documents produced as evidence to be considered at the Hearing.

**the Respondent** - the individual against whom an allegation of misconduct has been made.

**the Standards Commission** - the Standards Commission for Scotland.

### 3 HEARING RULES

#### General Information

- 3.1 The Standards Commission will hold the Hearing at a venue of its choice normally:
- (i) If the Respondent is a councillor, in the area where the Headquarters of the Local Authority where they were elected is located; or
  - (ii) If the Respondent is a member of a devolved public body, in the area where the public body holds its meetings
- 3.2 The Standards Commission may hold the Hearing elsewhere if it determines it is fair, in the public interest and appropriate to do so. If the Standards Commission intends to hold the Hearing elsewhere it will advise the parties and Local Authority or Devolved Public Body accordingly and will take into account any submissions made on this before reaching a final decision. The Standards Commission will take into consideration any or all of the following factors:
- (i) The views of the CESPLS, Respondent and the council / devolved public body;
  - (ii) Whether or not the Respondent wishes to attend the Hearing and the likely inconvenience/costs they will incur in travelling to the Hearing;
  - (iii) Whether or not the Respondent has indicated he or she accepts the facts and conclusions as outlined in the CESPLS's report;
  - (iv) The likelihood of any witnesses being called either to give evidence as to breach or mitigation and the likely inconvenience/costs they will incur in travelling to the Hearing;
  - (v) The likely complainer, public and local press interest in the Hearing;
  - (vi) Whether the Standards Commission was spending public funds unnecessarily.
- 3.3 Hearings will normally be held no earlier than 6 weeks and no later than 12 weeks after the date on which the Standards Commission decides to hold a Hearing.
- 3.4 A Hearing will be conducted by a Hearing Panel comprising of three Members of the Standards Commission, with one Member acting as Chair.
- 3.5 Where two or more complaints have been made in respect of the same or related matters, the Standards Commission or the Hearing Panel may, on its own account or on an application by one or more of the parties, conjoin and consider them at the same Hearing. Notice to this effect will be given to the parties.
- 3.6 Notification of the Hearing will be considered to have been given to the Respondent if it is:
- (i) sent to the Respondent's address by recorded delivery post; or
  - (ii) delivered to the person personally or left at their address.

- 3.7 The Standards Commission will send the parties, the council or devolved public body and the complainant confirmation of the date, time and venue at least 21 days before the Hearing.
- 3.8 Notice of the Hearing will be posted on the Standards Commission's website and provide the name of the Respondent and the date, time and venue of the Hearing.
- 3.9 The Respondent and the CESPLS will be encouraged to discuss whether any matters, including the facts and conclusions as outlined in the CESPLS's Report can be agreed. If so, they should prepare a signed joint statement providing details of those matters which are agreed and those which are in dispute. Any such signed statement should be submitted by the CESPLS to the Executive Director at least 5 days before the date of the Hearing.

### Changes to Hearing Arrangements

- 3.10 The Hearing Panel may, at its own discretion or on the application of any of the parties, postpone or adjourn a Hearing. Before any postponement or adjournment is granted, the Hearing Panel will consider:
- (i) The public interest in the expeditious disposal of the case; and
  - (ii) Any inconvenience or prejudice to the Parties and to witnesses.
- 3.11 If either party wishes to submit an application for the postponement of a Hearing, the application must be submitted in writing to the Executive Director at least 7 days before the scheduled date of the Hearing. It is at the discretion of the Chair as to whether any applications submitted later than 7 days before the scheduled date of the Hearing will be considered.
- 3.12 Where an application for postponement is granted, the Executive Director will inform the parties accordingly and will advise them of the date of the re-scheduled Hearing.

### Pre-Hearing Meetings

- 3.13 The Chair at his or her own discretion, or on application of any of the parties, may decide to hold a pre-Hearing meeting with the Respondent, the CESPLS and any other individual the Chair considers appropriate. The purpose of such a meeting will be to:
- (i) Discuss procedural arrangements;
  - (ii) Clarify any issues;
  - (iii) Consider whether it would be appropriate to apply the Standards Commission's Abbreviated Hearing Process; and
  - (iv) Provide the parties with an opportunity to discuss whether they can agree any facts as outlined in the CESPLS's Report.
- 3.14 Pre-Hearing meetings will normally be held in private in Edinburgh and conducted by the Chair sitting alone. The Chair may also consider if the pre-Hearing meeting could be conducted online or by video or telephone conference.
- 3.15 Where either Party wishes the pre-Hearing meeting to be postponed an application must be made in writing to the Executive Director at least 2 days before the date of the meeting. It is at the discretion of the Chair as to whether any applications submitted later than 2 days before the scheduled date of the meeting will be considered.
- 3.16 If, having been invited to a pre-Hearing meeting, one or more of the parties does not attend, or is not represented, then the Chair may proceed with the meeting in their absence provided he or she is satisfied appropriate notice was given.

### Case Law

- 3.17 Any case law that the parties wish to rely on at a Hearing must be submitted to the Executive Director at least 7 days before the Hearing is scheduled to commence, with the relevant paragraph or passages highlighted. The Standards Commission will add any case law submitted to the productions and will circulate it to the other parties at the earliest available opportunity. During the Hearing the party presenting the case will be expected to explain why the case law is being cited and to lead the Hearing Panel through the relevant points.

### Appointment of legal advisors by the Standards Commission

- 3.18 The Hearing Panel may at any time appoint its own legal advisors to assist it before, during and/or after the Hearing.

### The Hearing

- 3.19 The Hearing will be held in public unless the Hearing Panel determines the Hearing or part of it will be held in private.
- 3.20 The parties may request that the Hearing or part of it be held in private by writing to the Executive Director no less than 14 days prior to the Hearing.
- 3.21 During a Hearing, the Hearing Panel may at its own discretion, or following a request from one of the parties or a witness, decide to proceed with the Hearing, or part of it, in private.
- 3.22 Representations will be sought from both parties before the Hearing Panel decides to hold a Hearing or part of it in private. To hold a Hearing or part of it in private, the Hearing Panel would have to be satisfied that:
- (i) A decision to exclude the public causes no prejudice or unfairness to either party; and
  - (ii) The particular circumstances of the case outweigh the public interest in holding it in public.
- 3.23 The Hearing Panel will also take into account the need to protect any sensitive, personal and confidential material or information when determining what and how evidence can be led and/or when deciding whether or not to hold the Hearing or part of it in private.
- 3.24 The Hearing Panel may, at its own discretion on following a request from a party or witness, exclude from the Hearing or part of it any person whose conduct is disruptive to the Hearing.
- 3.25 The Hearing Panel may, at its own discretion on following a request from a party, decide that the Hearing will be audio recorded if it is of the opinion that doing so would be helpful due to the likelihood of the evidence being complex or the likelihood of there being significant discrepancies between evidence given by different witnesses. The Standards Commission will advise the parties if it intends to do so. The recording will be destroyed one month after the 21 day deadline for the submission of an appeal, under Section 22 of the Ethical Standards Act, in respect of a decision made at a Hearing or, where an appeal has been made, within one month of the conclusion of the appeal proceedings.
- 3.26 If the Hearing Panel is satisfied that any party or witness is unable through physical or mental impairment to attend a Hearing, the Standards Commission may make such arrangements as appear best suited in all the circumstances of the case to fairly dispose of the matter.
- 3.27 If any party fails to attend or be represented at a Hearing, the Hearing Panel may:
- (i) adjourn the Hearing to another date if it considers it is appropriate and fair to all parties to do so, in which case the Executive Director will advise the parties accordingly; or

- (ii) proceed to hear the complaint if it is satisfied that notice of the Hearing was properly given in compliance with paragraph 3.9 of these Rules.

- 3.28 The Hearing Panel will deliberate and reach its decision in private. The Hearing Panel will announce its decisions on breach and sanction verbally at the Hearing if time permits. Where, due to time constraints, it is not possible for such a decision to be announced at the Hearing, the Executive Director will provide written notification to the CESPLS, the Respondent and the Chief Executive of the relevant council or devolved public body of the Hearing Panel's determination and any sanction imposed within 3 days of it concluding.
- 3.29 The standard of proof the Hearing Panel will apply at Hearings is the balance of probabilities. This means the Hearing Panel will consider whether or not it is satisfied from the evidence that something being alleged is more likely than not to have occurred.
- 3.30 The written decision of the Hearing Panel will be issued no later than 14 days after the Hearing is concluded.

### Representation of Respondent

- 3.31 A person whose conduct is being considered by a Hearing is entitled to be heard and to be represented. The Respondent's representative can call the Respondent to give evidence as a witness. If the Respondent is represented all questions must be put to, and answered by, the representative unless they are put to the Respondent when the Respondent is giving evidence as a witness. Only the representative will be entitled to make submissions. For the avoidance of doubt, any costs associated with obtaining representation will be borne by the Respondent.
- 3.32 Where a Respondent attends the Hearing but is unrepresented they can be accompanied by an individual to support them. This individual will not be entitled to speak on behalf of the Respondent, address the Hearing Panel, provide evidence during the Hearing, or question witnesses or the CESPLS.
- 3.33 A person appearing as a witness during the Hearing will not be able to act as the Respondent's representative during the Hearing.
- 3.34 Notice of the name of any representative must be provided to the Standards Commission at least 7 days before the Hearing. The Hearing Panel may refuse to allow a particular person to support the Respondent at the Hearing, if it is satisfied that there are good reasons for doing so.

### Witnesses

- 3.35 The parties are entitled to call witnesses to give relevant evidence. The Hearing Panel may decline to hear evidence which is not relevant to the question of whether there has been a breach of the Code of Conduct. The Standards Commission will provide the parties with guidance on the relevancy of evidence before the Hearing. This guidance is also available on the Standards Commission's website at <http://www.standardscommissionscotland.org.uk/cases/hearing-rules>. As noted under paragraph 5.9 below, the Hearing Panel may also decline to hear evidence on matters covered in any Joint Statement of Facts agreed by the parties.
- 3.36 Other than when giving evidence, witnesses are not allowed to be in the Hearing room until after they have been discharged by the Hearing Panel.
- 3.37 In terms of section 17(5)(a) of the 2000 Act, the Standards Commission or the Hearing Panel may, at any time, on its own account or following an application to do so by the Respondent or the CESPLS, require any person to:-

- (i) Attend as a witness at the Hearing at such time and place as may be specified in the summons and to answer any questions.
  - (ii) Produce any documents or other material in their custody or under their control which relate to any matter in question at the Hearing.
- 3.38 No person will be required to attend unless they have been given at least 7 days' notice of the Hearing and a copy of Section 17 of the Ethical Standards Act, which provides that:
- (i) a person who, without reasonable excuse, fails to comply with a requirement imposed under subsection 3.37 above is guilty of an offence and liable on summary conviction to a fine not exceeding level 3 on the standard scale; and
  - (ii) a person will not be compelled to give any evidence or produce any documents which that person could not be compelled to give or produce in civil proceedings in the Court of Session.
- 3.39 The Chair will administer oaths or affirmations to each witness prior to evidence being heard.
- 3.40 A Respondent can give evidence as a witness. If so, the Chair will administer an oath or affirmation prior to their evidence being heard.
- 3.41 When they are giving evidence, witnesses will be provided with a copy of the numbered productions. Witnesses, including the Respondent, will not be allowed access to any other paperwork or notes while they are giving evidence. The Respondent can, however, refer to their own notes or paperwork while making submissions.
- 3.42 Witnesses will be questioned by the party calling them and may then be cross-examined by the other party. The party calling the witness may then re-question the witness but only on new matters raised during cross-examination. The party calling the witness should not put leading questions (i.e. questions which invite a witness to give a particular response) to the witness unless they are on introductory matters or facts that are not in dispute. The Hearing Panel can choose to disregard any evidence elicited from a leading question.
- 3.43 The Hearing Panel may question witnesses at any point. Parties may question witnesses on matters arising out of any question asked by the Hearing Panel.
- 3.44 The parties will not be allowed to 'badger' a witness i.e. by deliberately antagonising or mocking them or by asking insulting or derisive questions in an attempt to provoke an emotional response. The Hearing Panel will ask any party doing so to desist and may prevent them from asking further questions of the witness or excuse the witness.
- 3.45 If either party believes any witness is vulnerable and/or may need particular assistance because of physical or mental impairment, language difficulties or any other substantial reason, they should advise the Executive Director accordingly at least 14 days before the Hearing. The Hearing Panel will consider all the relevant information and will ensure that appropriate supportive measures, as far as is reasonably practicable, are in place prior to the Hearing.

## **4 PROCEDURE PRIOR TO THE HEARING**

### **Information to be provided to the Respondent**

- 4.1 Within 7 days of the Standards Commission's decision to hold a Hearing, the Executive Director will:

Provide the Respondent with:

- (a) A numbered copy of the CESPLS report, for ease of reference during the Hearing.

- (b) A copy of any other document received and taken into account by the Standards Commission in deciding to hold a Hearing.
- (c) Copies of the Standards Commission's Hearing Rules, Guidance on the Relevancy of Evidence, Guidance for Unrepresented Respondents and Policy on the Application of Sanctions.
- (d) A copy of section 17 of the Ethical Standards Act, which outlines that a person who, without reasonable excuse, fails to comply with a requirement to attend the Hearing, give evidence and/or produce documents is guilty of an offence.

Advise the Respondent in writing of:

- (a) The Standards Commission's decision to hold a Hearing.
- (b) The complaint made and the relevant section(s) of the Code of Conduct that are alleged to have been breached.
- (c) The fact that the case against the Respondent will be conducted by the CESPLS, who may appoint counsel, a solicitor or any other person, to assist or present the complaint before the Hearing, and who may produce and make available documents.
- (d) Their entitlement to give evidence in person and/or be represented, and to call one or more witnesses to make representations on their behalf.
- (e) Their entitlement to choose not to appear at the Hearing, but to instead rely on documents previously submitted and/or a written statement of case and/or other documents; unless the Standards Commission requires otherwise in terms of section 17(5)(a) of the Ethical Standards Act.
- (f) The terms of section 17(6) of the Ethical Standards Act, which states that the Respondent is not required to give any evidence or produce any documents which they could not be compelled to give or produce in civil proceedings in the Court of Session.

### Information the Respondent is required to provide

- 4.2 The Respondent is required, within 21 days of the date of the Executive Director issuing the letter referred to in Rule 4.1, to send to the Executive Director:
- (a) A written statement of case outlining whether they accept the facts in the CESPLS's report and if not, which facts are in dispute and why. The statement should also state whether they accept the conclusions reached by the CESPLS, either in full or in part, and why.
  - (b) Any documents they intend to refer to, or rely on, at the Hearing, together with any other documents that the Standards Commission has required them to produce in terms of section 17(5)(a) of the Ethical Standards Act. The Respondent may rely on documents previously submitted to the Executive Director or CESPLS.
  - (c) An indication whether they plan to attend the Hearing and give evidence.
  - (d) Details of the names and addresses of any witnesses whom they propose to call, and the generality of the subject matter of their evidence.
  - (e) Any request for the Standards Commission to require a person to attend the Hearing, give evidence and/or produce documents in terms of section 17(5)(a) of the Ethical Standards Act, including reasons why the person has not agreed to appear voluntarily.
  - (f) An indication of how long they will need to present their case.
- 4.3 Where the Respondent does not intend to appear or be represented at the Hearing, they may send to the Executive Director such additional relevant information as they wish, providing that this is received by the Executive Director at least 21 days before the Hearing takes place. This includes any submissions as to mitigation where the Respondent has accepted any or all of the CESPLS's conclusions.

### Follow up action to be taken by the Standards Commission

- 4.4 The Executive Director will provide the parties with the names of the Members of the Hearing Panel and the Chair and the date or dates of the Hearing within 7 days of the initial notification of Hearing correspondence.
- 4.5 The Executive Director will, within 5 days of receipt, provide numbered copies of any new or additional information and documentation to be added to the productions to the parties and the Hearing Panel. The Executive Director will also advise the parties of any decision to require any person to attend the Hearing, give evidence and produce documents within 5 days of such a decision being made.

#### **Information to be provided to the CESPLS**

- 4.6 Within 7 days of the Standards Commission's decision to hold a Hearing, the Executive Director will write to the CESPLS providing notification of the Standards Commission's decision to hold a Hearing.

#### **Information the CESPLS is required to provide**

- 4.7 The Standards Commission will write to the CESPLS within 5 days of the receipt of the information required from the Respondent under 4.2 above or within 5 days of the expiration of the 21 day period outlined in 4.2. The CESPLS is required to send, to the Executive Director and the Respondent within 7 days of receipt of the Standards Commission's correspondence:
- (a) An indication of the names of any witnesses whom the CESPLS proposes to call, and the generality of the subject matter of their evidence.
  - (b) Any additional documents to which reference is to be made, together with any other documents that the Standards Commission may require the CESPLS to produce in terms of section 17(5)(a) of the Ethical Standards Act.
  - (c) Any request for the Standards Commission to require a person to attend the Hearing, give evidence and/or produce documents in terms of section 17(5)(a) of the Ethical Standards Act, including reasons why the person has not agreed to appear voluntarily.
  - (d) An indication of how long they will need to present their case.

#### **Further Information to be provided by the Standards Commission**

- 4.8 The Executive Director will advise the Chief Executive, Monitoring or Standards Officer and any complainer of the Standards Commission's decision to hold a Hearing within 7 days of such a decision being made. The Executive Director will also provide these individuals with written notification of the date, time and location of the Hearing when finalised.

#### **Failure by the Respondent or CESPLS to comply**

- 4.9 If the Respondent or CESPLS fails to take any action or provide any information as required under paragraphs 4.2, 4.3 and 4.7 above, the Hearing Panel may refuse to consider any evidence, documents and arguments they wish to lead, submit or make if it considers that insufficient advance notice of these has provided to the Panel or other party and, as such, it would be unfair to allow any such evidence, documents and submissions to be considered.

## **5 PROCEDURE AT THE HEARING**

- 5.1 Except as otherwise stated in these Rules, the procedure at the Hearing will be determined by the Chair at his or her discretion with the aim of ensuring that any issues before the Hearing Panel are determined in a just and fair manner.

5.2 At the start of the Hearing, the Chair will outline the procedure the Hearing Panel proposes to follow.

### **Abbreviated Procedure**

5.3 The Standards Commission recognises that it will not always be proportionate to follow its full procedure, as outlined in the Hearings Process Guide & Rules, at Hearings. In certain circumstances, where there is little or no dispute between the parties as to the factual circumstances behind an alleged breach of either the Councillors' Code of Conduct or the Devolved Public Body's Code of Conduct, and with the agreement of the parties, an abbreviated procedure will be followed in order to ensure Hearings are conducted in the most efficient manner. The Abbreviated Hearing Process can be found on the Standards Commission's website at [www.standardscommissionscotland.org.uk/cases/hearing-rules](http://www.standardscommissionscotland.org.uk/cases/hearing-rules).

### **Procedure where some or all facts are disputed**

5.4 The Chair will start the Hearing by asking the parties whether they have any preliminary matters they wish to raise. After any such matters have been raised and addressed, the Chair will invite the CESPLS to present their case, and lead any witnesses, as to why there has been a breach of the relevant Code of Conduct.

5.5 After giving evidence any witness led by the CESPLS may be questioned by the Respondent. The witness may then be re-examined but only on new matters raised during the questioning by the Respondent and/or the Hearing Panel.

5.6 The Chair will then ask the Respondent to present their case, and lead any witnesses, as to why there has not been a breach of the relevant Code of Conduct.

5.7 After giving evidence the Respondent and any witness they call may be questioned by the CESPLS. The Respondent and each witness may be re-examined but only on new matters raised during the questioning by the CESPLS and/or the Hearing Panel.

5.8 The Chair may, at his or her discretion, change the sequence of this process. At any time, the Hearing Panel may question the CESPLS, the Respondent and any witnesses.

5.9 In deciding whether or not to hear or allow evidence and submission, the Hearing Panel will follow the Standards Commission's Guidance on the Relevancy of Evidence. If a Joint Statement of Facts has been agreed by the parties, the Hearing Panel will be entitled to rely on the accuracy of any matters contained within it. The Hearing Panel will not normally allow evidence to be led on matters agreed within a Joint Statement of Facts.

5.10 When all evidence has been heard, the CESPLS and then the Respondent will be asked to sum up their cases.

5.11 The Hearing Panel will deliberate in private to determine whether, on the balance of probabilities, a breach of the Code of Conduct has or has not occurred.

5.12 Subject to paragraph 3.28 above, if the Hearing Panel find that the Respondent has not contravened the Code of Conduct, the Chair will announce this decision verbally and conclude the Hearing.

### **Mitigation and the determination of Sanction**

5.13 If the Hearing Panel finds that the Respondent has breached the Code of Conduct, the Chair will ask him or her for any representations in respect of mitigation.

- 5.14 The Respondent will be entitled to call witnesses and/or make verbal or submit written representations as to mitigation.
- 5.15 After giving evidence in respect of mitigation the Respondent and any witnesses called may be questioned by the Hearing Panel. The Respondent and each witness may be re-examined but only on new matters raised during the questioning by the Hearing Panel.
- 5.16 The Chair may, at his or her discretion, change the sequence of this process.
- 5.17 The Hearing Panel will thereafter deliberate in private to consider sanction.
- 5.18 Subject to paragraph 3.28 above The Chair will then re-convene the Hearing to announce the decision on sanction. The Chair will advise of any right of appeal.

## 6 AFTER THE HEARING

### The Decision of the Hearing Panel

- 6.1 The decision of the Hearing Panel will be deemed to be the decision of the Standards Commission.
- 6.2 Within 14 days of the conclusion of the Hearing, the Chair will finalise the full written decision of the Hearing Panel. The written decision will include the following information:
- (i) An overview of the complaint and outcome of the CESPLS investigation;
  - (ii) A description of the Joint Statement of Facts (if applicable);
  - (iii) A summary of the evidence presented at the Hearing;
  - (iv) Whether or not the Hearing Panel found that there had been a breach of the Code of Conduct, and the reasons for that decision;
  - (v) Any sanction imposed including, where applicable, the date on which the sanction will take effect;
  - (vi) The reasons for sanction applied;
  - (vii) Any right of appeal.
- 6.3 The Executive Director will, within 14 days of the conclusion of the Hearing, send the written decision to the Respondent, the CESPLS, the relevant council or devolved public body, the complainer and any other person the Standards Commission considers should receive a copy.
- 6.4 Where the Standards Commission has determined there has been a breach, the Respondent will be sent a copy of section 22 of the Ethical Standards Act, which outlines the Appeal procedure.
- 6.5 In the event that the Hearing Panel determines a sanction be imposed on a person who has been appointed to a devolved public body by the Crown, the Executive Director will submit to the First Minister a recommendation in relation to the level of sanction determined by the Hearing Panel within 14 days of the conclusion of the Hearing, as required by section 23(2) of the Ethical Standards Act.
- 6.6 On issuing the written decision to the Chief Executive of the council or devolved public body, and in terms of section 18 of the Ethical Standards Act, the Executive Director will confirm that:
- (i) the council or devolved public body is required to consider the decision within 3 months of receiving written notice of it (or such longer period as the Standards Commission may determine); and that
  - (ii) such consideration can only be discharged by the council or devolved public body and not by a committee, sub-committee or an officer.

The Executive Director will ask the council or devolved public body to confirm that the decision has been considered.

- 6.7 Within 21 days of the conclusion of the Hearing, the Executive Director will publish the decision on the Standards Commission's website and may also take other steps to make the decision available to the public.



INTEGRITY IN PUBLIC LIFE

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## DOCUMENT CONTROL

Data control and version information				
Date	Action by	Version Updated	New Version number	Brief Description
19/01/16	SCS	2015 V2	N/A	Removal of former paragraph 5.17 and inclusion of data control & version information.
23/5/16	SCS	2016 V1	2016 v1.1	Removal of reference to witnesses from paragraph 3.9.
23/6/16	SCS	2016 v1.1	2016 v1.2	Changes made to timescales in respect of actions to be taken by Standards Commission and parties.
01/03/17	SCS	2016 v1.1	2017 v1.0	Changes made following annual review
01/08/17	SCS	2017 v1.0	2017 v1.1	Amendments made in order to clarify some provisions
01/06/18	SCS	2017 v1.1	2018 v1.0	Amendments made in order to simplify/streamline provisions
06/11/18	SCS	2018 v1.0	2018 v1.1	Additions to paragraphs 3.35 and 5.9 to make it clear that a Panel can decline to hear evidence in certain circumstances.