

<i>Action</i>	<i>Authority</i>
Oral reprimand	Supervisor
Written reprimand	Supervisor
Suspension	
a) up to and including 10 working days	Authorized managers and their superiors
b) in excess of 10 working days	PDM, PDA, or APP
Discharge	PDM, PDA, or APP

- 2.5 *Disciplinary Review Board.* A Disciplinary Review Board consisting of senior managers and reporting directly to the Under-Secretary has been established to ensure, first, that disciplinary actions conform to departmental policy, and, second, that management and staff have access to a senior management forum which is empowered to draw on a wide range of specialized knowledge in determining the merits of a given case. In instances in which it is deemed appropriate, the findings and recommendations of the Board will be forwarded to the Under-Secretary for his consideration, decision and action. The Disciplinary Review Board will not in any way inhibit the grievance procedure, but may act as an adjunct to the grievance procedure in appropriate situations.