



CAROLUS XIII

ROYO Y IMPERAD

A.S. 322

No.17 of 2024

An Act to Establish and Institute Applicable Non-Criminal Penalties for Lacklustre Civil Service Performance.

Given Sanction on the 28th of October, 2024

SARHOLM



aya seo donir plisir eun Seito Majis Imperial y Stefanica, pur Seito Majis y pul y pur tel consei y sazion eui tel Parlamente eui tel Rozirre, comaria tel segeoare:

1. Short Title

This Act shall be known as the *Civil Service Penalties Act* in short.

2. Preamble

The Civil Services Act has provided the first fully civilian government in the history of the Graal Military Community, as well as across many nations and distant shores. However, unlike the structures of the Emperor's Regulations, Directives and Orders (ERDOs) for the Imperial Army and regimental and ship standing orders for the Imperial Navy, there is no effective ability for the Government to punish members of the Civil Service, let alone entice. The Civil Service Penalties Act implements procedural policies and delivers genuine punishments for members of the Civil Service for being unable to effectively do their job, neglect, and more. Furthermore, it also applies a new system for the Civil Service to be rewarded by the Civil Service itself, which must be included in further budgets.

3. Under-secretary & Ministerial Responsibility for Civil Sanction

The Civil Service Penalty Act will vest the ability in punishments towards their service's Undersecretary or Minister, who is permitted to, at will, deliver various punishments to the individuals within their Service not unlike the abilities of a military officer, in accordance with the principles of fundamental and fair justice. No punishment may be deemed cruel or excessive by a court of law.

Undersecretaries and Ministers are permitted to authorise the Civil Sanction, similar to a Martial Sanction, for any behaviour deemed unsatisfactory by the Undersecretary or Minister of their service. Undersecretaries and Ministers are legally required to perform what is known a formal counselling, which the Undersecretary or Minister must relay the following script to the individual who is underperforming:

"Under the Civil Service Penalties Act, I am legally required to explain to you that you are underperforming the job given to you within the Civil Service. This is because of <reason>. I am permitted under the Civil Service Penalties Act to issue a punishment that I see fit for this behaviour in accordance with law, including time-outs, fines up to 30% of both your bank and cash accounts, all the way to expulsion from the Civil Service for repeated infractions. I believe a punishment of <punishment> is warranted for the circumstances I have explained today. Do you believe that is a fair punishment?"

If the civil servant agrees with such a punishment, the punishment shall be considered a "plea deal" and posted in the First Court, alongside a comment within the post confirming the member and the Undersecretary or Minister have reached an agreement. If the civil servant disagrees, it must be brought before the First Court in a fair and impartial way, with a statement from both members arguing why they believe the punishment is just or unjust. The Undersecretary or Minister is required to prove that the civil servant being sanctioned deserves this punishment under the metrics of their inability to complete reasonable tasks given to them, failure to respond in an appropriate length of time with exemptions for proven outside circumstances that would delay a reasonable individual's

reply or ability to do their job, or what a reasonable and educated civil servant ought to know or do.

The Prime Minister may be authorised to issue a Civil Sanction to any member of their Cabinet with the same procedure.

- 4. Billable Hours** To entice further work and efficiency, any Minister or Undersecretary shall, within the fiscal confines of the budget, permit individuals of the Civil Service to work through “billable hours”. Any task that may include additional tasks that goes outside the usual boundaries of their primary civil service job may permit the civil servant to be paid 700Sr per hour for the duration of their individual task.