

The HR manager thinks that the employee has acted inappropriately and has asked for advice as to:

- (a) whether and in what ways the employee has acted inappropriately or illegally,

See <https://www.justice.nsw.gov.au/Documents/About%20us/hr002-dj-code-of-ethics-and-conduct.pdf> in 4.4 Unlawful or criminal conduct.

- (b) what steps the agency should take in relation to the employee,

Public Service agencies (listed in Schedule 1 to the *Government Sector Employment Act 2013*) must use one of the prequalified providers for fitness for duty assessments under clause 15 of the [Government Sector Employment Regulation 2014 \(NSW\)](#) (GSE Regulation).

- (c) what other steps the agency should take in relation to this conduct.

Other NSW government agencies may also use the services provided under the Scheme (See: [PSCC 2016-06: Medical services for NSW Government agencies](#)).