

HR351 Entering and Maintaining Disciplinary Actions**Entering and Maintaining Disciplinary Actions Overview**

The Cardinal Disciplinary Action pages are used to record and track Written Notices and Disciplinary Actions. In addition, when the Disciplinary Action results in a change to the employee's job classification or compensation, an update to the employee's job record is required to impact the HR and Payroll functional areas (e. g., demotions, reductions in pay, terminations). DHRM will allow Agencies to delete Written Notices and the associated Disciplinary Actions from the Disciplinary Action pages instead of requiring DHRM intervention. However, a Cardinal PPS ticket is required to modify the employee's Job Data record and reverse the Disciplinary Action.

Use this Job Aid when Agency HR receives the documentation for a new Written Notice, a change to an existing Written Notice, or to rescind a Written Notice entirely (e.g., grievance, management decision, or hearing).

Written Notices can only be entered for VPA employees. Cardinal will not allow the user to enter a Written Notice for a non-VPA employee.

The Agency HR Administrator enters the Written Notice, along with the related details, which include the date of the Offense, the nature of the Offense, and any relevant Agency notes. The expiration date of the Written Notice will default based on the group level. No manual updates will be made to this field. Agency HR can view the Written Notices via the online page or by using custom reports and queries. If there is a reverse or update to the Disciplinary Action, Agency HR will have the ability to update as required.

Agency HR Administrators will have display only access to Disciplinary Actions entered by other Agencies for their active employees.

After a Written Notice has been entered, the Agency will record the Disciplinary Actions associated with the Written Notice. The types of Disciplinary Actions include:

- Disciplinary Lateral Transfer
- Disciplinary Demotion
- Disciplinary Pay Reduction (must accompany a Disciplinary Lateral Transfer and Demotion)
- Suspension
- Termination – Involuntary (violation of Standards of Conduct)

The Agency HR Administrator also needs to enter the associated Disciplinary Action(s) on the employee's job record with the appropriate action and action reason codes. The effective date of a Disciplinary Action is the day after the last day worked. The action of "Suspension" or "Termination" stops the employee's paysheet from automatically being generated. For further information on maintaining employee data, see the Job Aid titled **HR351 Separation Statuses**. For further information on employee salary reduction, see the Job Aid titled **HR351 Updating an Employee's Compensation**. These Job Aids can be found on the Cardinal website in **Job Aids** under **Learning**.

Note: For Disciplinary Action(s) that result in a pay reduction, follow the **DHRM Policy 1.60** and **3.05**.

Note: Pre-Disciplinary Leave and/or Administrative Leave will be entered in Absence Management as a TRC to select on the employee's timesheet.



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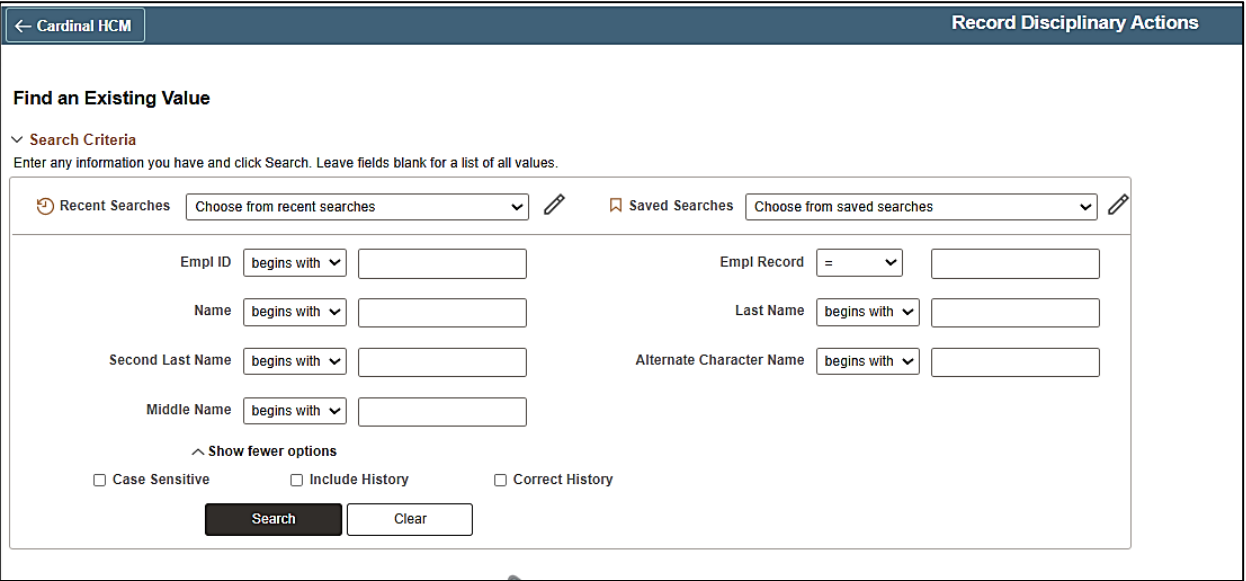
Revision History

Revision Date	Summary of Changes
9/1/2026	Updated to reflect the Cardinal system upgrades.
3/1/2025	Updated the screenshots of the Search pages (Section 1 ; after Step 1; Section 2 , after Step 1). Added reference information to the Overview of the Cardinal HCM Search Pages Job Aid.

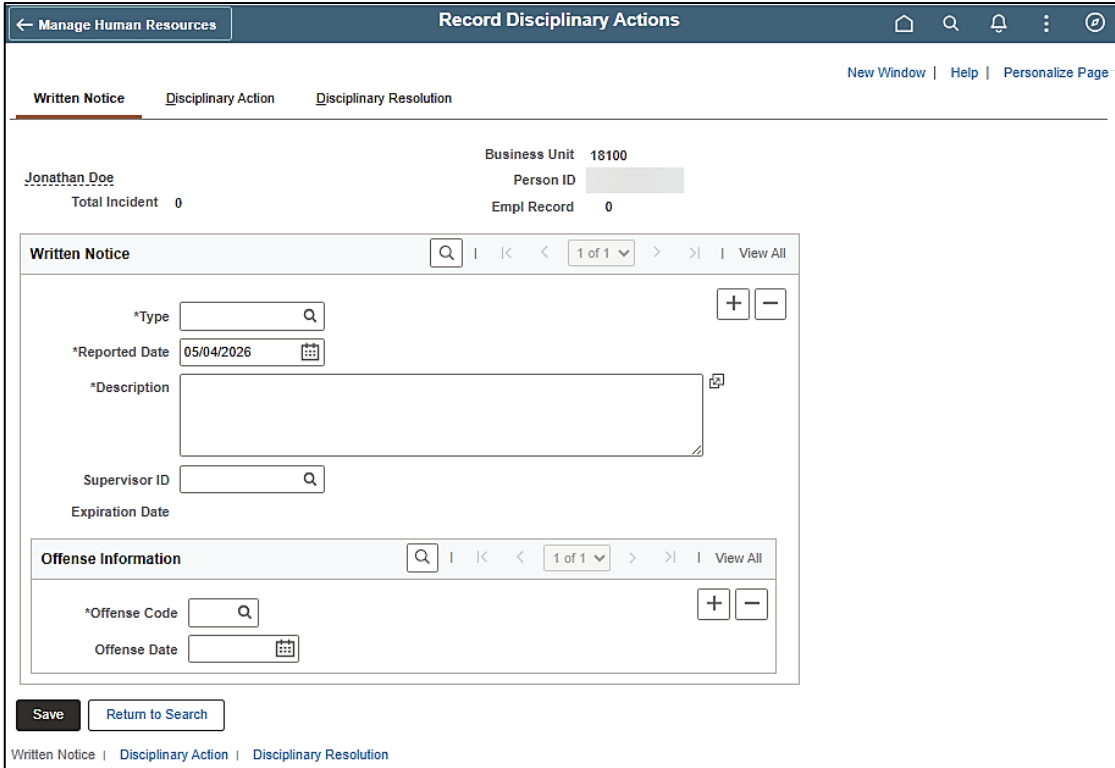
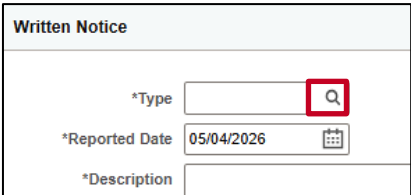
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Entering a Disciplinary Action

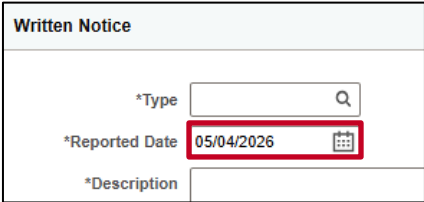
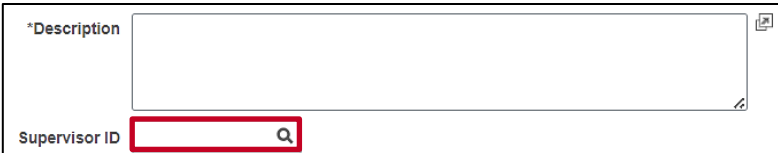
Use this process to enter Disciplinary Actions.

Step	Action
1.	Navigate to the Record Disciplinary Actions page using the following path: NavBar > Menu > Workforce Administration > Labor Administration > Record Disciplinary Actions The Record Disciplinary Actions Find an Existing Value Search page displays. 
	For more information pertaining to the Cardinal HCM Search pages, refer to the Job Aid titled Overview of the Cardinal HCM Search Pages. This Job Aid is located on the Cardinal website in Job Aids under Learning.
2.	Enter the employee's Employee ID in the Empl ID field. Note: Users can also search for the applicable employee using the various Name fields if the Employee ID is not known. However, it is recommended to use the Employee ID as every employee will have a unique Employee ID. 
3.	Click the Search button. 

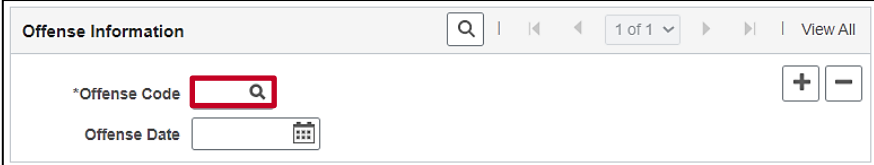
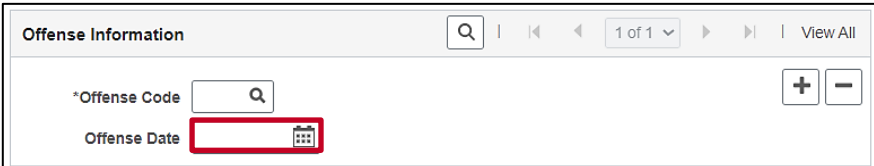
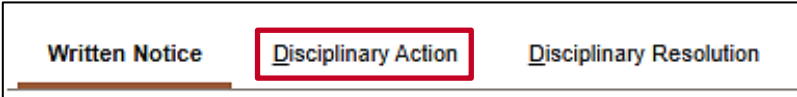
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Step	Action
	The Record Disciplinary Actions page displays with the Written Notice tab displayed by default. 
4.	If this is the employee's first Written Notice (i.e., the Written Notice section is blank except for the Reported Date field), proceed to Step 5. If the employee has existing Written Notices (i.e., the Written Notice section is not blank) and this is a new Written Notice, insert a row by clicking the Add a New Row button (+) within the Written Notice section, and then proceed with Step 5. 
5.	Click the Type Look up icon and select the applicable type. 

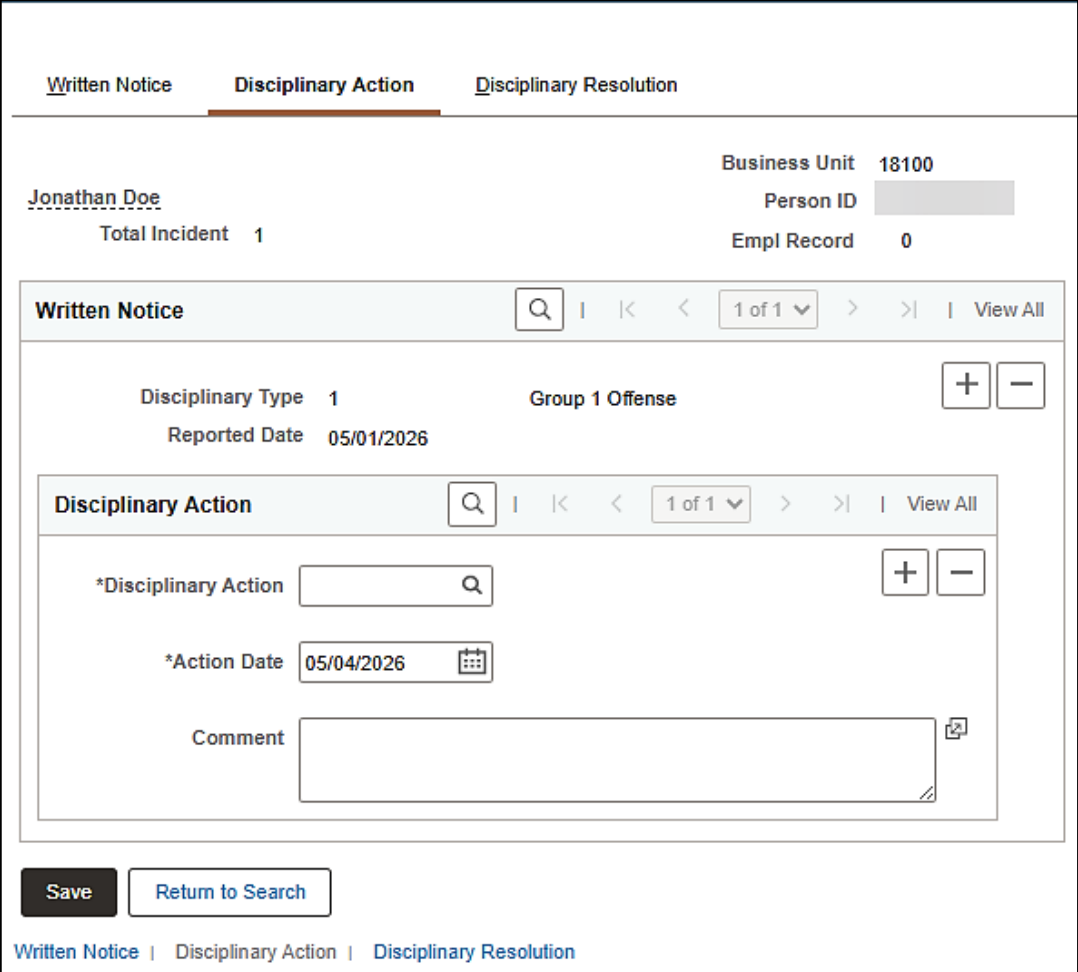
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Step	Action
	The following Disciplinary Types are available for selection: - Type 1: Group 1 Offense; expires two years from the reported date. Once selected, the page will refresh and the Expiration Date field at the bottom of the Written Notice section will auto populate (two years from the reported date). - Type 2: Group 2 Offense; expires three years from the reported date. Once selected, the page will refresh and the Expiration Date field at the bottom of the Written Notice section will auto populate (three years from the reported date). - Type 3: Group 3 Offense; expires four years from the reported date. Once selected, the page will refresh and the Expiration Date field at the bottom of the Written Notice section will auto populate (four years from the reported date). Note: For situations where there are multiple Written Notices for the same type on the same day, there will be additional types with a decimal point available for selection. Example: 1, 1.2, 1.3.
6.	The Reported Date field defaults to the current date. Update as needed using the Reported Date Calendar icon. This is the date the Written Notice was issued. 
	If the Reported Date field is updated, the Expiration Date field at the bottom of the Written Notice section will automatically update based on the reported date and the type previously selected.
7.	Enter a summary of the Offense in the Description field. 
8.	Enter/select the employee's supervisor using the Supervisor ID Look up icon to complete the Written Notice section. 

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Step	Action
9.	Select the applicable Offense Code using the Offense Code Look up icon. 
10.	Select the applicable Offense Date using the Offense Date Calendar icon. Note: For each Offense Code noted this is the date the Offense occurred. 
11.	If this Disciplinary Action is the result of multiple Offenses, click the Add a New Row button (+) within the Offense Information section and repeat Steps 9 and 10 for each Offense. If no additional Offenses need to be recorded, proceed to Step 12. 
12.	Once all offenses are entered, click the Disciplinary Action tab. 

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Step	Action
	The Disciplinary Action page displays. 
13.	Select the applicable Disciplinary Action using the Disciplinary Action Look up icon. Note: The Disciplinary Action field is required. If there is no Disciplinary Action being taken for the Written Notice, select the “NON – No Disciplinary Action” list item. 
14.	The Action Date field defaults to the current date. Update as needed using the Action Date Calendar icon. 

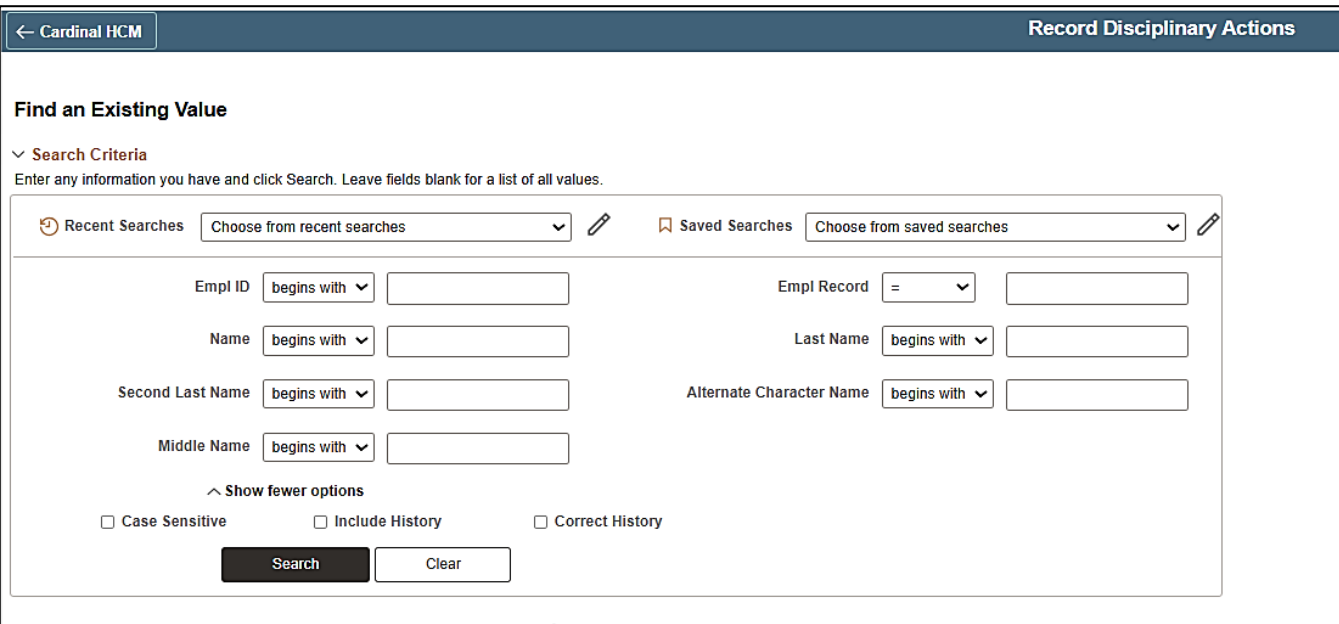
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Step	Action
15.	Enter a reason for the Disciplinary Action in the Comment field. Comment
16.	If multiple Disciplinary Actions need to be recorded, click the Add a New Row (+) button within the Disciplinary Action section and repeat Steps 13 through 15 for each Disciplinary Action. If no additional Disciplinary Actions need to be recorded, proceed to Step 17. + -
17.	Once all Disciplinary Actions are entered, click the Save button. Save Return to Search

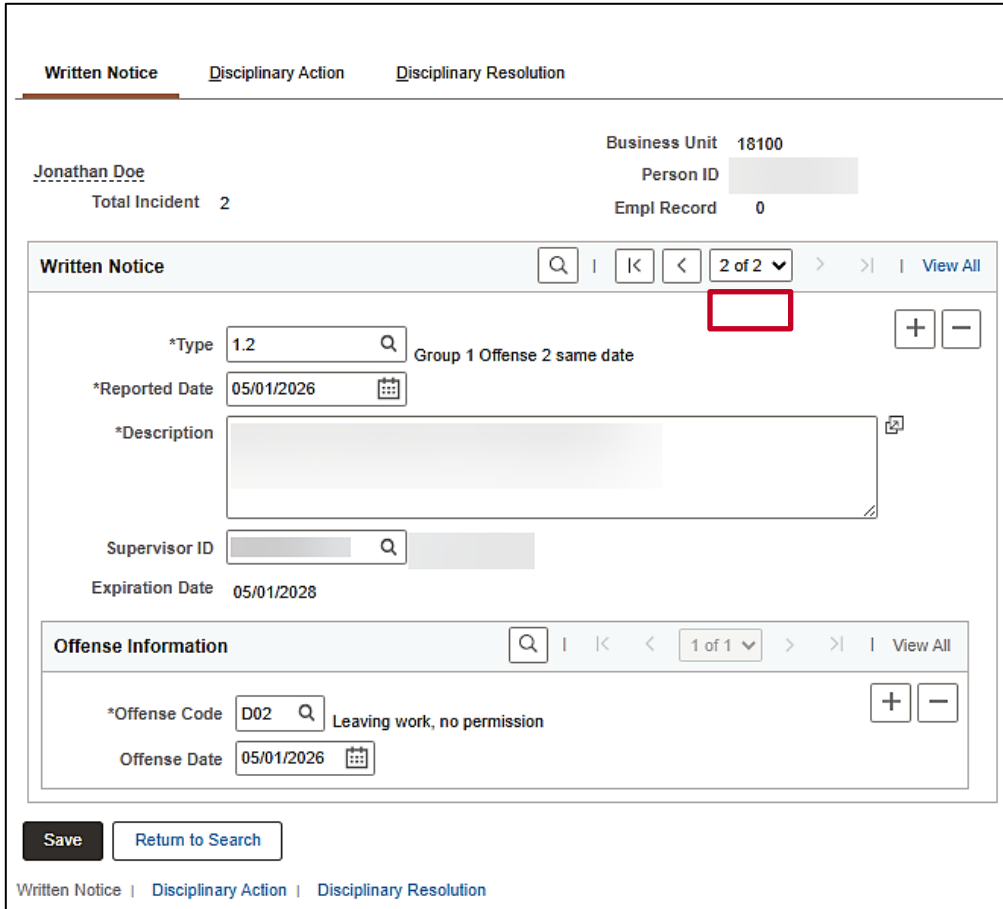
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Changing a Written Notice and/or Disciplinary Action

Use this process to make a change to an existing Written Notice, or to remove a Written Notice.

Step	Action
1.	Navigate to the Record Disciplinary Actions page using the following path: NavBar > Menu > Workforce Administration > Labor Administration > Record Disciplinary Actions The Record Disciplinary Actions Find an Existing Value Search page displays. 
	For more information pertaining to the Cardinal HCM Search pages, refer to the Job Aid titled Overview of the Cardinal HCM Search Pages. This Job Aid is located on the Cardinal website in Job Aids under Learning.
2.	Enter the employee's Employee ID in the Empl ID field. Note: Users can also search for the applicable employee using the various Name fields if the Employee ID is not known. However, it is recommended to use the Employee ID as every employee will have a unique Employee ID. 
3.	Click the Search button. 

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Step	Action
4.	Select the Written Notice that needs to be updated and make the necessary changes. Note: Updates also include removing a Written Notice or Disciplinary Action. 
	If the job record was changed to reflect the applicable Disciplinary Action and needs to be reversed, a Help Desk ticket will need to be created and submitted for the Cardinal PPS, requesting that they delete the applicable Job Data transaction.
	If pay was involved, the HR Administrator should reach out to Agency Payroll Administrator to make the employee's pay whole.