



L'ESSENTIEL SUR LA SANCTION DISCIPLINAIRE FONCTION PUBLIQUE



DÉFINITION

L'agent public peut faire l'objet d'une sanction disciplinaire dès lors qu'il lui est reproché un manquement à ses obligations :



- > Une faute dans l'exercice de ses fonctions
- > Une faute entravant le fonctionnement du service public
- > Une faute portant atteinte à la considération du service public

EXEMPLE



Consommation de produits stupéfiants,
alcool pendant le service.



Détention de vidéos pédopornographiques
pour un policier.

LA PROCÉDURE DE LA SANCTION DISCIPLINAIRE PUBLIQUE

ÉTAPE 1

L'obligation de
communication du dossier
individuel à l'agent



ÉTAPE 2

Convocation
à un entretien
préalable



ÉTAPE 3

La saisine du conseil
de discipline à partir
des sanctions du 2ème groupe



LES GRADES DE SANCTIONS

1

Sanctions du 1^{er} Groupe

L'avertissement, le blâme et les exclusions
temporaires des fonctions de 1 à 3 jours.

2

Sanctions du 2^{ème} Groupe

Essentiellement pécuniaires : la radiation du
tableau d'avancement, l'abaissement
d'échelon, l'exclusion temporaire de 4 à 15 jours.

3

Sanctions du 3^{ème} Groupe

D'interruption et de recul dans la carrière :
la rétrogradation et l'exclusion temporaire
de 16 jours à 2 ans.

4

Sanctions du 4^{ème} Groupe

L'exclusion définitive : la mise à la retraite
et la révocation.

LES RECOURS

Le recours administratif

L'agent public peut le former :

- > Par un recours gracieux auprès de l'autorité
disciplinaire qui a pris la décision ;
- > Par un recours hiérarchique auprès de l'autorité
supérieure qui dispose d'un pouvoir hiérarchique
sur l'autorité qui a pris la décision de sanction
disciplinaire ;
- > Par un recours devant la commission des recours
du Conseil Supérieur de la fonction publique de
l'État.

Le recours contentieux

Saisir le juge administratif dans un délai de 2 mois
pour contester la sanction disciplinaire



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