



**Isle of Man
Government**

Reillys Eilan Vannin

Policy on Defamatory Remarks against Employees

Issued by the Public Services Commission

May 2024

Version 1.0

Policy on Defamatory Remarks against Employees

Contents

1. Introduction	3
2. Reporting and Complaint Process	3

Document Created	May 2024
Version Number	1.0
Document Owner	Public Services Commission
Document Review Date	May 2027

Policy on Defamatory Remarks against Employees

1. Introduction

- 1.1 The Public Services Commission (PSC) recognises the importance of protecting the reputation and integrity of PSC employees. Defamation is a serious matter that can cause harm to the reputation of its employees and could undermine public trust in the Government.
- 1.2 Defamation refers to the act of communicating false statements about a person that injure the reputation of that person.
- 1.3 This policy outlines the process to be followed when a member of the public makes defamatory remarks towards a PSC employee. This includes when one public servant makes defamatory remarks towards another public servant.
- 1.4 Disparaging statements about the Isle of Man Government or general blanket statements about the Civil Service (or similar) published on Social Media will not be considered as defamatory remarks under this policy.
- 1.5 For the purpose of this policy, "PSC employee" includes all persons employed by the Public Services Commission, working in any Department, Board or Office, whether full-time, part-time, temporary, casual, volunteer or consultant.
- 1.6 This policy should be read in conjunction with other existing policies and documents, such as:
 - [The Government Code](#)
 - [Isle of Man Government Code of Conduct](#)
 - [Isle of Man Government Code of Conduct for Public Servants](#)
 - [Policy for managing vexatious complaints, correspondence and behaviour](#)
 - Isle of Government Indemnity Insurance
 - Local Professional Codes

2. Reporting and Complaint Process

- 2.1 Those who believe they have been subjected to defamatory remarks are encouraged to report the incident to their Line Manager and in turn their Chief Officer as soon as possible. If the affected individual is the Chief Officer for their respective Department, Board or Office they should report the incident to the Chief Executive Officer (Isle of Man Government).
- 2.2 All complaints related to defamation should be documented, including details of the alleged remarks, supporting evidence, and the affected public servant's response or comments (if any). This information should be passed onto the PSC via the Executive Director, OHR or the Head of Industrial Relations and Policy, OHR.
- 2.3 In cases where the alleged defamation involves serious and harmful statements that may require further intervention, the matter will be referred by the PSC to Attorney General's Chambers.

- 2.4 Attorney General's Chambers will consider each case on its own individual merits and determine whether the matter meets the vexatious or defamation threshold and will propose a course of action.
- 2.5 Specific consideration will be given as to whether the defamatory statement will have a detrimental effect on the public servant's professional standing within their stationed employer or on their professional reputation if they are governed by a professional body (for example, Social Workers or Probation Officers).