CENTRAL BANK of BELIZE

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PRESS RELEASE

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Central Bank of Belize Reaffirms Commitment to Workplace Safety

Belize City, 9 September 2026: The Central Bank of Belize acknowledges the decision of the Essential Services Arbitration Tribunal in the matter brought by the Christian Workers Union on behalf of a former employee. The Tribunal found that the Bank's disciplinary process was procedurally deficient and awarded compensation to the former employee. At the same time, the case highlights an issue of fundamental importance to every workplace in Belize: **the need to protect employees from threats, intimidation, and references to gun violence in the workplace.**

The matter arose from a social media post that the Bank interpreted as containing language relating to workplace violence and the use of firearms. The Bank regarded the post as serious and inconsistent with the standards expected within an institution entrusted with serving the people of Belize and safeguarding the country's financial system.

The Central Bank has always maintained that references suggesting the use of a firearm against others, particularly in the context of workplace frustrations, to be a serious matter. The Central Bank has a duty to provide a safe working environment and to act decisively when conduct is viewed as posing a potential threat to the safety, well-being, or security of staff and the wider public.

The Tribunal's decision was based on whether the disciplinary procedures prescribed by the Collective Bargaining Agreement were followed and whether the process met the required standards of fairness and natural justice. The Tribunal concluded that the Bank failed to comply with certain procedural requirements and, on that basis, determined that the dismissal was unjustified.

The Bank recognizes the importance of fair and proper disciplinary procedures. At the same time, the Bank maintains that employers must be able to respond appropriately to conduct that raises legitimate concerns regarding workplace safety and security. In an increasingly complex environment where workplace safety is paramount, institutions cannot ignore conduct that may create fear, undermine trust among colleagues, or raise legitimate concerns about security.

The Central Bank of Belize remains committed to maintaining a workplace that is safe, respectful, and free from threats or intimidation. The Bank remains committed to ensuring that disciplinary matters are handled fairly and in accordance with applicable legal and contractual requirements, while never losing sight of its responsibility to protect the safety of its employees and the public it serves.

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ISSUED BY:
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