

ANGUS COUNCIL
RESOURCES & CENTRAL SERVICES COMMITTEE
29 JANUARY 2004
EMPLOYEE CODE OF CONDUCT
REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report seeks elected member approval to the terms of an Employee Code of Conduct.

1. RECOMMENDATION

The Committee adopt the Employee Code of Conduct as attached to this report and authorise the Personnel Services Manager to arrange for the printing and distribution of the Code.

2. BACKGROUND

In February 2000 the Personnel & Property Services Committee adopted in principle the National Code of Conduct for Local Government Employees as prepared by COSLA and authorised an officer working group to develop the code within the council and put it into an Angus Council context.

The COSLA National Code was prepared in response to the Nolan Committee's Report on Standards in Public Life published in 1997 and which concluded that there was in local government a profusion of roles resulting in a growing lack of clarity over standards of conduct. Consequently one of the recommendations in the Nolan report was that each council draw up a code of conduct for its employees.

Initial work on the development of the Code was completed by the end of 2000 and the draft issued to the trade unions for comment. Further work however was then deferred pending the introduction of a code of conduct for elected members on the basis that it was considered important to ensure that as far as reasonably practical, there was a degree of consistency between both codes. Following the introduction of the elected members code in March 2003 progress continued on the development of an employee code.

3. EMPLOYEE CODE OF CONDUCT

A suggested Employee Code of Conduct for adoption by the council is now attached and members are invited to approve the content. Members are also advised that the code has been submitted to and amended by the Plain English Campaign.

It is proposed that a copy of the code be issued to every existing employee and every new recruit to the council.

4. FINANCIAL IMPLICATIONS

It is estimated that the cost of publication will be £1500. This cost will be met from the Miscellaneous Other Services section of the revenue budget..

5. HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with this report.

6. CONSULTATION

The Chief Officers Management Team and the trade unions have been consulted on the terms of the Code of Conduct.

The Director of Finance and the Director of Law & Administration have been consulted on the terms of this report.

A B Watson
Chief Executive

HR/PerServMan

NOTE No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973, (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.