

NORTH YORKSHIRE COUNTY COUNCIL

STANDARDS COMMITTEE

1 October 2007

Employees' Code of Conduct

0.0 PURPOSE OF REPORT

- 1.1 To update Members on the latest draft revisions to the Employees' Code of Conduct.

2.0 BACKGROUND

- 2.1 At their meeting on 4 June 2007 Members of the Standards Committee requested that work be commenced on revision to the Employees' Code of Conduct. It was acknowledged that the model Code has not yet been forthcoming, but the Committee considered that it was important to update the Council's current Code which is out of date. Ultimately, any revisions to the Code that are agreed will need to be revisited again at such time as the model Code is issued.
- 2.2 The draft Code is set out in Appendix 1 to this report. It incorporates the principles contained in the draft model Code, expanded by reference to helpful, updated text from the Council's current document, and also by examples used in other Authorities. The original Code contained considerable detail in relation to interests and conflicts. That information is useful to employees and has accordingly been retained as an Appendix to the draft. Certain elements of the Code of Conduct for Members, namely those relating to bullying and disrepute have also been incorporated.
- 2.3 The draft was prepared following comments received from the Human Resources Team, which have been taken into account. Subject to comments from the Committee, the draft will now be referred again for further consideration by Human Resources, and the Internal Audit Team, and ultimately the Management Board and staff representatives.
- 2.4 A further report on progress will be brought to Members at the next Committee.

3.0 RECOMMENDATIONS

- 3.1 That progress on the current working draft Employees' Code of Conduct be noted.
- 3.2 That Members' comments upon the working draft be received.
- 2.3 That the draft document, subject to Members' comments, be circulated to the Human Resources and Internal Audit Teams, and ultimately to the Management Board and staff representatives for further consultation.

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Background Documents

Consultation draft model Code of Conduct for Local Authority Employees.
Code of Conduct for Members.
Standard Committee Report and Minutes from 4 June 2007.

County Hall
NORTHALLERTON

19 September 2007