

## **Council**

**24<sup>th</sup> July 2019**

### **Code of Conduct**

Relevant Portfolio Holder	Cllr Denaro
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deb Poole
Wards Affected	N/A
Ward Councillor Consulted	N/A
Non-Key Decision	

### **1. SUMMARY OF PROPOSALS**

- 1.1 The Human Resources department have co-ordinated a review of the Officer Code of Conduct to support other reviewed employment policies.

### **2. RECOMMENDATIONS**

#### **2.1 Council is asked to RESOLVE that**

- 1) the proposed changes to the Officer Code of Conduct be adopted; and**
- 2) the Officer Code of Conduct be removed from the Council's constitution.**

### **3. KEY ISSUES**

#### **Financial Implications**

- 3.1 There are no financial implications identified.

#### **Legal Implications**

- 3.2 The Officer Code of Conduct is a contractual employment policy. The new policy needs to go through a formal consultation period with trade unions with a view to reaching a collective agreement, in order to avoid a breach of contract claim from employees.

#### **Service / Operational Implications**

- 3.3 The Officer Code of conduct has been reviewed in conjunction with other employment policies to ensure the policies support one another. The review of this policy has incorporated a working group made up of employees, managers and trade unions.

- 3.4 The Officer Code of Conduct identifies the behaviours we expect of our officers, if the changes to the Officer Code of Conduct are not implemented this would not support other employment policies.
- 3.5 Historically the Officer Code of Conduct formed part of the constitution as it was written at the same time as the Member Code of Conduct.

**Customer / Equalities and Diversity Implications**

- 3.6 A full Equality Impact Assessment has been completed to support the review of the Officer Code of Conduct. This has included working groups with a full range of staff and their representatives. There have been no issues identified.

**4. RISK MANAGEMENT**

- 4.1 If Human Resources are the owners of the Officer Code of Conduct, then any changes to the policy can go through the appropriate consultation prior to implementation, ensuring the authority is not open to claims of breach of contract.

**5. APPENDICES and BACKGROUND PAPERS**

Appendix 1 Officer Code of Conduct

**AUTHOR OF REPORT**

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